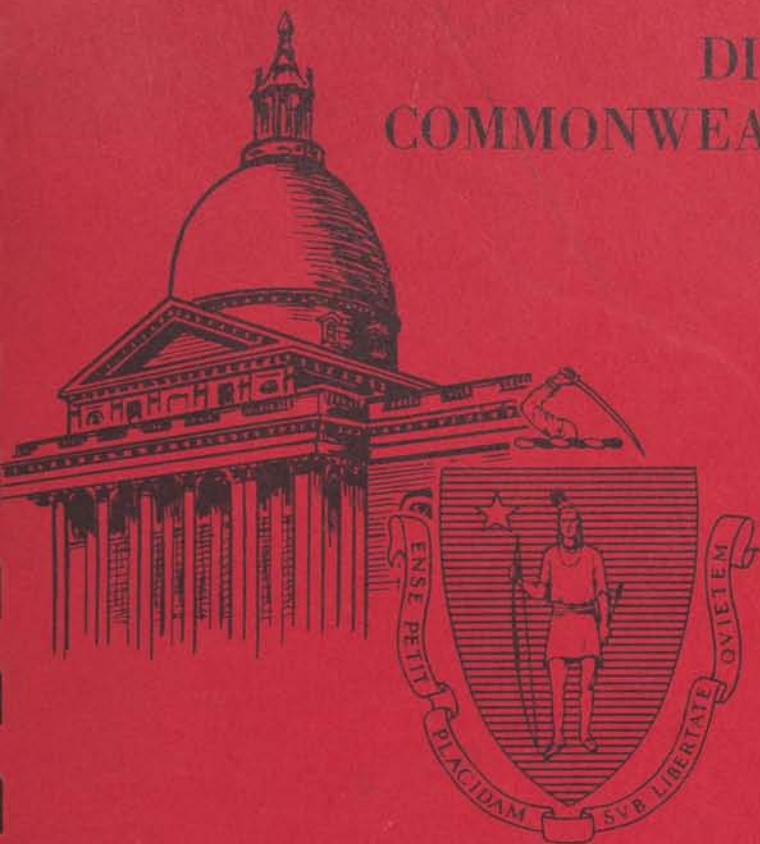


DIVISION OF CIVIL SERVICE
COMMONWEALTH OF MASSACHUSETTS



ANNUAL REPORT of
THE DIRECTOR of CIVIL SERVICE to
THE CIVIL SERVICE COMMISSION

ANNUAL REPORT of
THE CIVIL SERVICE COMMISSION to
THE GENERAL COURT

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JULY 1, 1971-JUNE 30, 1972

THE COMMONWEALTH OF MASSACHUSETTS

DIVISION OF CIVIL SERVICE

DIRECTOR OF CIVIL SERVICE

MABEL A. CAMPBELL, Quincy

CIVIL SERVICE COMMISSION

NANCY B. BEECHER, CHAIRMAN,

Concord

Term expires March 1, 1975

WAYNE A. BUDD,

Peabody

Term expires March 1, 1976

JOSEPH M. DUFFY,

Clinton

Term expires March 1, 1973

RICHARD J. HEALEY,

Jamaica Plain

Term expires March 1, 1977

HELEN C. MITCHELL,

Fall River

Term expires March 1, 1974

Publication No. 6623 (79-200-2-73-CR)

Approved by Alfred C. Holland, State Purchasing Agent.

The Department complies with the Civil Rights Act, Title VI, 1964.

LOCAL CIVIL SERVICE REPRESENTATIVES AND REGISTRATION CLERKS

* ARLINGTON -- AGNES G. TAYLOR, 7 Central Street 02174
* ** ATTLEBORO -- CLARA SMITH, 29 Park Street 02703
* BEVERLY -- MARY A. DWYER, Health Department, City Hall 01915
* BILLERICA -- CHARLES PHAIR, 25 Treble Cove Road, North Billerica 01862
* BRAINTREE -- BARBARA A. LYONS, Town Hall 02184
* ** BROCKTON -- ANNA LUNDQUIST, City Clerk's Office, City Hall 02401
* BROOKLINE -- GERARD J. HAYES, 333 Washington Street, Town Hall 02146
* CHELSEA -- MRS. MILDRED MASTROMARINO, City Hall 02150
* ** CHICOPEE -- FRANK LONCZAK, Planning Board, City Hall 01020
* EASTHAMPTON -- MARY T. BREWER, Town Hall 01027
* EVERETT -- ROBERT D. CROWLEY, Veterans' Aid and Pensions Department, City Hall 02149
* FAIRHAVEN -- ALICE S. TORRES, Selectmen's Office, Town Hall 02719
* ** FALL RIVER -- RONALD J. LOWENSTEIN, 56 North Main Street 02721
* ** FITCHBURG -- RUTH G. WARRELL, City Hall 01420
* FRANKLIN -- RUTH CHISM, Town Hall 02038
* ** GLOUCESTER -- ALICE F. FALL, Auditor's Office, City Hall 01930
* ** GREENFIELD -- RICHARD H. HOWARD, Fire Department 01301
* HAVERHILL -- SHIRLEY MORTON, Personnel Department, City Hall 01830
* ** DOROTHY I. KELLY, Licensing Commission, City Hall 01830
* ** HOLYOKE -- FRANCES T. HENDRICKSON, City Engineering Department, Room 300, City Hall 01040
* ** LAWRENCE -- MARY F. GILLEN, Licensing Board, City Hall 01840
* ** LOWELL -- JOSEPH F. DOWD, Veterans' Benefits Department, City Hall 01352
* LYNN -- GERTRUDE E. CALLIS, City Hall 01901
* MALDEN -- JOHN F. RYAN, Health Department, City Hall 02148
* ** MARLBOROUGH -- MARGUERITE M. BUSHEY, Veterans' Aid and Service Department, City Hall 01752
* MILTON -- JOHN A. CRONIN, Selectmen's Office, Town Hall 02186
* ** NEW BEDFORD -- ROSELLA N. BEAUPARLAND, Elections Commission, Room 8, Municipal Building,
133 William Street 02740
* NEWTON -- CARLETON P. MERRILL, City Hall 02159
* ** NORTH ADAMS -- DOSALENA B. RHODES, City Hall 01247
* ** NORTHAMPTON -- DAVID P. SULLIVAN, Auditor's Office, City Hall 01060
* PEABODY -- FRANK J. GELOTT, Veterans' Services Department, 78 Lynn Street 01960
* ** PITTSFIELD -- LAWRENCE A. GRIZEY, JR., Personnel Department, City Hall 01201
* QUINCY -- MRS. MARY M. MCGINTY, Personnel Director, City Hall 02169
* SALEM -- FLORENCE E. GROCYK, Auditing Department, City Hall 01970
* SHERBURY -- GRETCHEN W. BLACK, Office of the Town Manager, Town Hall 01545
* SOUTH HADLEY -- EUGENE WALKWITZ, Town Hall 01075
* ** SPRINGFIELD -- ELLEN V. CANNON, Personnel Department, City Hall 01103
* STONEHAM -- WILLIAM L. CURRAN, Director, Veterans' Services, Town Hall 02180
* ** TAUNTON -- CATHERINE R. KERVICK, Water Department, City Hall 02780
* WALTHAM -- JOSEPH F. MCGANN, Veterans' Services, 11 Carter Street 02154
* WESTFIELD -- MRS. HELEN C. BRZYS, Mayor's Office, Municipal Building 01085
* WEST SPRINGFIELD -- MRS. CAROLYN CROMER, Selectmen's Office, Town Hall 01089
* WEYMOUTH -- MARION K. RAFFERTY, Town Hall 02188
* WINTHROP -- LESTER TOWLSON, Town Accountant, Town Hall 02152
* ** WORCESTER -- EUGENE R. GARDINER, Personnel Director, City Hall 01608

* Labor Registration Clerk
** Official Service Representative

REPORT OF THE CIVIL SERVICE COMMISSION FOR THE YEAR

JULY 1, 1971 - JUNE 30, 1972

To the Honorable Members of the General Court and His Excellency the Governor:

In conformance with General Laws, Chapter 31, Section 2(c), we submit to you the Annual Report of the Civil Service Commission for the period July 1, 1971, through June 30, 1972, including the full annual report to us from the Director of Civil Service for the same period.

Commissioners

During this year two new members were appointed to the Civil Service Commission by Governor Francis Sargent:

Wayne A. Budd, Esq.

December 9, 1971

Richard J. Kealey

April 3, 1972

replacing Commissioners Aaron Feinberg and Ernest Laflamme, whose terms had expired.

Duties and Schedule

These remain substantially as described in the two previous annual reports. Added to the list of those serving as hearing officers during this period, by designation of the Chairman, was Aaron Feinberg, Esq.

A detailed analysis of the Commission's work is included at the end of the report of the Commission as Appendix A.

Municipal Conferences

Following the practice established in the previous year, the Commission and Director and members of her staff held conferences with municipal appointing authorities and employees in the following cities:

Fitchburg	December 2, 1971
Fall River	April 6, 1972
Peabody	June 29, 1972

In addition, a similar meeting was held on May 11, 1972, at the Northeast Regional Center of the Department of Education, in North Andover, for the benefit of appointing authorities of municipal school departments. As in the previous year, the purpose of these meetings was to share information and problems concerning civil service procedures and practices, with the objective of improving communication and developing solutions.

Police Selection

The Commission and Director, as well as the Director's staff, have allotted large portions of time to conferences and collection of data in connection with the case of Castro v. Beecher et al. being adjudicated in the Federal District and Appeals Courts. The report of Bio-Dynamics, Inc., resulting from a study funded by a grant from federal allocations to the Law Enforcement Assistance Administration, on police recruitment and selection, was received for study in January, 1971. It has served as the blueprint for development of a recruitment program for police services; its job analysis of the position of police patrolman provides the basis for the development of a valid test for the position; and its recommendations concerning standards to be established and procedures to be followed have guided the Commission and Director in their decisions on these matters. Because of the complexity of the task of developing a non-discriminatory and job-related entrance examination as mandated by the Court, extensive deliberation was required. On June 19 and 20, 1972, a conference was held in Swampscott, funded by the Police Foundation of Washington D.C., in which a dozen experts in police administration or testing, from various parts of the country, were brought together to advise the Massachusetts Division of Civil Service. Attending as guests for one day were representatives of police and community groups in the Commonwealth. Since this conference, marked progress has been made in planning and procedures in this matter. The Commission acknowledges the substantial assistance provided by the staff of the State Planning Agency under the Federal Law Enforcement Assistance Administration, which has since led to the Director's retaining a special assistant to coordinate details of selection procedures relative to law enforcement positions.

Employment of the Disadvantaged

Since receipt of the report of the Council on Public Employment of the Disadvantaged in November, 1971, Commissioners have conferred with the Director and others on the various recommendations specifically relating to civil service matters. Support was given to legislation permitting use of oral components in examinations and establishing a procedure for testing and establishing and certifying from special eligible lists of disadvantaged persons who have successfully completed publicly-funded training programs. Posters and some examinations have been prepared in Spanish, recruitment efforts have been expanded, and work is in progress relative to various other recommendations. In this connection the staff of the Secretary of Manpower Affairs, using funds provided under the Emergency Employment Act, has been of great assistance.

Employment of Ex-Offenders

As one aspect of its deliberations on employment of the disadvantaged, the Commission focussed on practices in relation to employment of ex-offenders. Several conferences were held with groups representing state agencies and ex-offender advocates, after which a brief but intensive study was conducted by a graduate student assigned from the Kennedy School of Public Policy at Harvard University. His report and recommendations are currently under study by the Commission and Director.

Evaluation of the Examining Process

On April 3, 1972, the Division of Civil Service entered into a contract with the Boston Regional Office of the United States Civil Service Commission, under which the latter is analyzing examination procedures and needs, developing plans for improvement of the construction, content, and processing of examinations, reviewing and standardizing municipal classifications, and assisting in the implementation of these improvements by the staff of the Division. This project is being funded as part of a federal grant to the municipalities of the Commonwealth under the provisions of Title II of the Intergovernmental Personnel Act of 1970. It is the expectation of the Commission that, as a result of this undertaking, the number of separate examinations to be administered and the time involved in marking these will be reduced and that the staff of the Division will be provided with more of the tools and skills needed to construct job-related and valid examinations.

In this connection it is imperative that current practices as regards appeals on examination grades be reviewed and evaluated in relation to the urgent need for greater speed in processing examinations and for validation of the written tests. Validation is being widely mandated by federal court decisions, and there is serious question whether validly constructed examinations can be administered on an on-going basis, or defended in court, if they must be subject to review by each applicant which results in the exposure of test questions thereby curtailing re-use of the examination. Legislation relative to this matter is under consideration by the Commission and Director and will be submitted for the 1973 session of the General Court.

Improvement of Administrative and Clerical Procedures

In conjunction with the Bureau of Personnel and under the supervision of the Deputy Secretary for Personnel (Administration and Finance), the Division has contracted with the firm of Keane Associates, Inc., management consultants, to prepare and help to implement more efficient procedures and staffing plans for the processing of requisitions, maintenance of records, and certification of names for employment. It is expected that considerable savings in time and cost will result, that staff will be released to address other duties and that this will constitute an important first step, under the provisions of the Executive Reorganization Act of 1969, towards an effective merger of appropriate functions of the Division of Civil Service and the Bureau of Personnel within the Executive Office of Administration and Finance. Funds for the undertaking are, again, provided from the federal allotment to Massachusetts under Title II of the Intergovernmental Act of 1970, matched by state funds as required.

Other Activities

In addition to those mentioned above, various conferences were attended by members of the Commission, including the International Conference of the Public Personnel Association in San Francisco in November, 1971, and the Eastern Regional Conference of the same organization in Cherry Hill, New Jersey, in May, 1972. The Chairman also participated in an eight-day training program for state managers (executive development) conducted by the Bureau of Personnel under Title III of the Intergovernmental Personnel Act.

Respectfully submitted,

THE CIVIL SERVICE COMMISSION

Nancy B. Becker, Chairman

Idell M. Mitchell

William J. Deane

Joseph W. Luff

Richard J. Healey

Review and Evaluation of the Work of the Commission

After the close of the 1972 fiscal year, one Research Assistant position was allotted to the Civil Service Commission, provided by federal funding under the Emergency Employment Act. This has made possible the following analysis of the Commission's work: *

1. Appeals on Disciplinary Actions (G.L., ch. 31, secs. 43 and 46A)

a. <u>Volume</u>		<u>Calendar 1962</u>	<u>FY 1972</u>	<u>10 year % + or -</u>
1. Total Mass. population:		5,148,578	5,630,224	+ 9.4 % ^{***}
2. Total C.S. employees:		100,292	132,751	+ 32.4 %
3. Total Disciplinary Appeals:		105	175 ^{***}	+ 66.7 %
b. <u>Decisions of C.S. Commission</u>		<u>FY 1963</u>	<u>FY 1972</u>	<u>10 year % + or -</u>
1. Action Affirmed:		50.0 %	60.1 %	+ 10.1 %
2. Action Affirmed, but penalty modified:		31.3 %	19.6 %	- 11.7 %
(Total Affirmed)		(81.3 %)	(79.7 %)	(- 1.6 %)
3. Action Reversed, "no just cause":		12.5 %	12.1 %	- 0.4 %
4. Action Reversed, procedural error:		6.2 %	8.2 %	+ 2.0 %
(Total Reversed)		100.0 % (18.7 %)	100.0 % (20.3 %)	(+ 1.6 %)
c. <u>Decisions by Jurisdictions</u>		<u>FY 1963</u>	<u>FY 1972</u>	
<u>State-</u> Affirmed:		1 1.9 %	8 5.3 %	
Affirmed, but modified:		1 1.9 (100%)	1 0.7 (64.3%)	
Reversed, "no just cause":		0 0.0	1 0.7	
Reversed, procedural error:		0 0.0 (0%)	4 2.6 (35.7%)	
Dismissed, no action:		0 0.0	1 0.7	
<u>State Total</u>		- 2 3.8 %	15 10.0 %	
<u>Institutions-</u> Affirmed:		1 1.9	6 3.9	
Affirmed, but modified:		2 3.8 (100%)	2 1.3 (57.1%)	
Reversed, "no just cause":		0 0.0	4 2.6	
Reversed, procedural error:		0 0.0 (0%)	2 1.3 (42.9%)	
Dismissed, no action:		6 11.6	3 2.0	
<u>Institutions Total</u>		- 9 17.3 %	17 11.1 %	
<u>Municipalities-</u> Affirmed:		14 26.9	66 43.4	
Affirmed, but modified:		7 13.5 (77.8%)	23 15.1 (84.8%)	
Reversed, "no just cause":		4 7.8	11 7.2	
Reversed, procedural error:		2 3.8 (22.2%)	5 3.3 (15.2%)	
Dismissed, no action:		14 26.9	15 9.9	
<u>Municipalities Total</u>		- 41 78.9 %	120 78.9 %	
TOTAL:		52 100.0 %	152 100.0 % ^{***}	

* See p. 29 for summary of the work of the Commission in FY 72

** See U.S. Census, 1960 and 1970

*** Discrepancies in these two figures result from the fact that some appeals reviewed are not decided within the same fiscal year and appeals received are not decisions made.

d. Regional Distribution of Disciplinary Appeals

1. <u>Population Change</u>	<u>1960 Census</u>	<u>1970 Census</u>	<u>% Change</u>
a) Boston Area *	3,109,158	3,345,694	+ 7.6 %
b) All Other Areas	2,039,420	2,284,530	+ 12.0 %

2. <u>Disciplinary Appeals as % of Total:</u>	<u>Cal. 1962</u>	<u>FY 1972</u>	<u>% Change</u>
a) Boston Area	82.4 %	67.7 %	- 14.7 %
b) All Other Areas	17.6 %	32.3 %	+ 14.7 %
1) Worcester	(4.4 %)	(4.3 %)	- 0.1 %
2) Springfield	(8.8 %)	(19.5 %)	+ 10.7 %
3) Pittsfield	(2.9 %)	(0.0 %)	- 2.9 %
4) New Bedford	(1.5 %)	(8.5 %)	+ 7.0 %

e. <u>Average Time Involved in Processing Disciplinary Appeals, FY 1972</u>	<u>Days</u>
1. From receipt of appeal until completion of hearing:	14.0
2. From completion of hearing until return of transcript:	47.9 **
3. From return of transcript until receipt of report of the Hearing Officer:	33.1 ***
4. From receipt of report until Commission Decision:	14.5
<u>Average time per Appeal</u>	<u>109.5 days ****</u>

Commentary

- The rate of increase in the number of appeals on disciplinary actions is twice that of Civil Service Employees.
- In approximately 80% of its appeals, the Civil Service Commission affirms the action of the appointing authorities, although penalties are often modified. This percentage appears quite consistent over the ten year period.
- The municipalities of the Commonwealth more or less consistently generate 78% of the disciplinary appeals to the Commission. The rate of affirmation of the appointing authority actions has risen from 78% to 85% over the ten year period, while the rate of affirmation for state and institutional appointing authorities has dropped from 100% to 64% and 57% respectively. A variety of causes for this pattern might be suggested; e.g., a greater volume of actions and appeals at the state level, and a greater arbitrariness and/or less careful procedure on the part of some state appointing authorities, suggesting perhaps a need for more adequate management training; and on the other hand, less arbitrariness and/or more careful procedure by municipal appointing authorities.
- The shift of population away from the Boston area is reflected in a substantial increase in the number of appeals arising in other areas of the state.
- On the average, disciplinary appeals are processed in about three months. However, serious delays have occurred in the preparation of the transcripts and reports of the Hearing Officers, which the Commission is seeking to remedy.

2. Appeals on Discharges

Included in the Director's Annual Report on page 27 is the figure for the total number of Discharges for Cause reported to the Civil Service. This number has increased over the ten year period from 126 to 333, or by 164%, indicating a significantly greater willingness on the part of appointing authorities to terminate unsatisfactory

- * Boston and surrounding Counties: Essex, Suffolk, Norfolk, and Middlesex
- ** Average raised by extensive delay by one stenographic firm whose services are no longer used
- *** Average raised by a set of lengthy multiple actions
- **** Minimum time: 52 days, Maximum time: 118 days

employees. Of these recorded discharges, only 15.1% were appealed to the Commission in 1962, and 12.9% in 1972. This 2.2% together with a 2.6% decrease in the number of discharges which the Commission reversed due to procedural deficiencies, suggests improved competence by appointing authorities in following the provisions of G.L., ch. 31, secs. 43 and 46A.

3. Appeals on Actions of the Director *

a. In FY 1972 the rates at which the Commission upheld the decisions of the Director were as follows

1. Marking of Questions	76 %
2. Marking of Training and Experience	78 %
3. Eligibility	35 %
4. Cancellation of applications due to a violation of law	11 %
5. Reinstatement after second suspension	67 %
6. Restoration of name to eligible list	13 %

b. Conclusions: It will be noted that there are three significant categories in which the Commission and Director are in marked divergence. Relative to eligibility, it is the practice of the Commission to seek further information from the appellants and take a somewhat more flexible interpretation of entrance requirements than the Director. In the smaller category of restoration, the Commission tends toward leniency in allowing applicants a second chance. The category of cancellation due to a violation of law is one of considerable importance where it is apparent that the divergent philosophies of the Director and the Commission need definition and clarification. This matter is currently under study.

October 1, 1972

To the Members of the Civil Service Commission:

In view of my retirement on April 5, 1973, my seventieth birthday, it is with a feeling of regret but also one of thankfulness that I present to you my fourth and last Annual Report as Director of Civil Service; regret that I am leaving the many capable and devoted members of the staff of the Division of Civil Service and those in government, labor and civic organizations with whom I have been associated over the years and who have given the Division a full measure of assistance and cooperation; thankfulness that with the cooperation of the Commission, the entire staff of the Division, the Executive Office and members of the legislature, we have been able to make so many progressive changes in the Civil Service Law for the benefit of the citizens of Massachusetts.

There are still many programs developed both "in house" and as a result of studies and research by outside agencies which when fully implemented will result in processing personnel papers, establishing eligible lists as result of examinations, and certifying names to fill vacancies in the Commonwealth and the cities and towns under Civil Service in shorter periods of time. These programs are described in the following pages.

Many of the proposals require expansion of the Computer System of the Division and cannot be effective until the necessary equipment and forms are provided; e.g., developing new methods of printing examinations, scoring of examination results, item analysis to pinpoint questions which may be improper, revising forms (applications and experience forms particularly), and merging the Civil Service employment personnel records of commonwealth employees with those of the Bureau of Personnel. The merging of records is now in progress, and the best estimates for completion of this program is one year from the date of implementation.

It is anticipated that the necessary addition to the Computer System will be installed within the year, dependent on Budgetary requests being approved. Implementation of many of the new programs should certainly not only result in better service to the agencies the Division serves but decrease the cost of operations even more. More detailed information of the new programs are set forth in the following pages.

Very truly yours,

Mabel A. Campbell

(MRS.) MABEL A. CAMPBELL
DIRECTOR OF CIVIL SERVICE

CLASSIFICATION BUREAU

The Classification Bureau is still engaged in determining the status of approximately 1,000 employees in the Department of Youth Services who were brought under Civil Service by the enactment of Chapter 838 of the Acts of 1969. Last year we reported relative to pending legislation which would give protection to certain employees affected by Chapter 838. Subsequently, Chapter 677 of the Acts of 1971 was enacted, which will provide the needed protection; and we are now at the stage where we will soon be asking the employees to make a decision as to whether they will retain tenure under certain provisions of the statutes, or elect to come under Civil Service. This has been a task of considerable magnitude which was further delayed because of the difficulty in obtaining information from the Department of Youth Services needed to implement the statute; but, hopefully, this will be accomplished before long.

The Classification Bureau is presently involved in the Technical Assistance Project with the U. S. Civil Service Commission. This is a project whereby three FEEA employees assigned to the Classification Bureau are training for the purpose of consolidating those titles in cities and towns which are sufficiently similar in duties and responsibilities to be similarly classified. As like positions are consolidated, occupational and job title definitions will be developed and will ultimately be incorporated into a "Manual of Occupational Definitions and Authorized Title for Municipal Jobs Subject to Civil Service Law and Rules", which will probably be referred to as the "Occupational Manual." This should prove to be of much assistance to the municipalities and the Classification Bureau, as we will then be working with the same frame of reference.

It is hoped the above mentioned project will attain its purpose, as the number of titles added to the State and Municipal Classification Plans continues to increase; there were 849 new titles added to the Plans during the fiscal year covered by this report. The various municipalities are constantly creating new positions and although the staff of the Classification Bureau makes every effort to suggest titles already in use, it is necessary in many instances to add to the Classification Plans.

During the period covered by this report the Classification Bureau processed requisitions for municipalities which amounted to an increase of over 21% more than the corresponding period for the previous year.

The Classification Bureau continues to be involved in many actions resulting from collective bargaining agreements or related grievances. Several of the large municipalities have requested conferences in such actions and we are presently engaged in research to make proper determinations.

The Classification Bureau has often been called upon to answer questions relative to positions coming under Civil Service by vote of a municipality. In many of these cases the municipality was interested in bringing under the Police or Fire Force. Members of the staff of the Classification Bureau have been assigned to attend meetings in several of the towns where such action was contemplated for the purpose of answering questions. We feel these sessions have been helpful in that the procedures to be followed in such cases could be explained in detail. Also, many of the employees had questions relative to their individual status and usually these could be answered to their satisfaction.

DATA PROCESSING BUREAU

During the fiscal year this bureau processed 6,287 certification requests (Form 16's) and notified 266,035 applicants (Form 17E's), printed 69,466 notices to appear for examinations. Six hundred nineteen preliminary certifications were processed for the Labor Bureau.

<u>MONTH</u>	<u>FORM 16'S</u>	<u>FORM 17E'S</u>	<u>LABOR SERVICE PRELIMINARY CERTS.</u>	<u>NOTICE TO APPEAR FOR EXAMINATIONS</u>
July	416	10,089	23	11,220
August	322	9,209	31	6,196
September	469	26,667	46	8,290
October	109	1,724	19	3,871
November	873	30,112	27	2,902
December	372	13,593	63	946
January	879	27,107	40	2,180
February	676	55,133	52	7,679
March	790	35,304	76	7,110
April	607	21,982	33	6,597
May	201	6,597	148	8,328
June	<u>573</u>	<u>28,518</u>	<u>61</u>	<u>4,147</u>
	6,287	266,035	619	69,466

OTHER ACTIVITY

Maintains changes to 1,277 eligible lists and established the following for this period:

July 1971	Watchman (State Service)	7/30/71
August 1971	Dietitian (State Service)	8/4/71
	Senior Clerk, Senior Clerk and Typist	8/27/71
September 1971	Employment Aid (D.E.S.)	9/7/71
	Junior Building Custodian	9/22/71
October 1971	Printed and mailed 6,563 canvass letters for E.E.A. program	10/10/71
	Social Worker	
	Social Worker canvass letter	
November 1971	Certified on E.E.A. positions	
	Listed E.E.A. applicants by City and Town	
	Junior Clerk, Junior Clerk and Typist (D.E.S.)	11/23/71

December 1971

Junior Civil Engineer Grade I	12/6/71
Junior Civil Engineer Grade II	12/6/71
Stenographic Service	12/6/71
Telephone Operator	12/6/71
Senior Bookkeeper	12/21/71

January 1972

Employment Counselor (D.E.S.)	1/31/72
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February 1972

Assistant Dietitian	2/17/72
Claims Clerk (D.E.S.)	2/22/72
Oiler	2/28/72

March 1972

Prom. Senior Clerk, Senior Clerk and Typist (D.E.S.)	3/13/72
Open Senior Clerk, Senior Clerk and Typist (D.E.S.)	3/13/72
Stationary Engineer (First Class)	3/15/72
Stationary Engineer (Second Class)	3/15/72
Stationary Engineer (Third Class)	3/15/72
Steam Fireman (First Class)	3/15/72
Steam Fireman (Second Class)	3/15/72

April 1972

Fire Fighter	4/5/72
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June 1972

Set up Minority Vietnam Veteran File for Recruitment

LABOR BUREAU CERTIFICATION SYSTEM - STATE AND BOSTON

At the present time there are 33,077 records in the State master file and 12,639 records in the Boston master file. Currently, discrepancies between the master files and the conversion data files have been reduced to less than 300 master records which have no matching conversion record. It is anticipated that the programs for updating a combined State-Boston master tape, and for processing Form 16's and Form 17's will be operational by the end of December 1972. The programs for preparation of annotated Form 16's, history data maintenance, and update of master records by means of returned Form 17's should be operational by the end of January 1973.

SERVICES TO OTHER AGENCIES

Bureau of Standards
Bureau of Personnel
Attorney General
Treasurer--Back UP
In Service workshop training program for all
State Computer Programmers Taught by Lowell Tech.

The ever increasing changes from manual to automated procedures has increased the demands on the computer in the Division of Civil Service.

The proposed changes in the application process, when implemented, will bring all of the eligible lists into the Automated Certification Procedure.

Brief resume of the changes in the application process:

1. Application Form - this form will be small and compact, printed in two parts perforated in the center, after this form has been accepted for an examination one half will be filed in index, the second will be key punched and the information will be stored on magnetic tape. The second half after key punching will replace the first half in index and will become the eligible list card.
2. Notice to Appear for Examination - this form has also been reduced in size and with the information recorded from the application we will be able to address and notify the applicants to appear using the computer. The typing of this form will be removed from the Application Bureau.
3. Notice of Rating - this form will be addressed using the computer notifying the applicants, if they passed or failed and also their mark. An alphabetical listing will be printed and used to record the mark on the eligible list card in the index file.

In the near future Civil Service will be using selected test items stored on magnetic tape for all examinations. The answers will be recorded on a machine scoring form and will be corrected by computer, then used to update the applicant's file. A report can be generated as a by-product of the examination correction process showing the number of people who elected each choice for each question, this procedure is called "item analysis". After each examination any question found to be improper can be removed from the computer bank and from time to time any questions that have been refined and are therefore known to be good can be added. This automotive process of examinations would remove a tedious and routine process from the examiners, thus freeing them to focus more on the professional aspects of their assignments (e.g. occupational surveys, item analysis, research).

The consolidation of the Bureau of Personnel's data processing with the Division of Civil Service will double the work load on the present computer in Civil Service. Once the merger comes the Civil Service computer will have all of the records of the state and municipal employees, the examination process, establishing eligible lists, certification of applicants to state and municipalities for appointments, with this additional work the present computer is too small to handle all of these functions and we will need additional equipment to update our present system.

LABOR BUREAU

The work of the Certification and Appointment Units of the Bureau was increased considerably during this period due to the enactments by the Congress of the United States of the Federal Emergency Employment Act of 1971 (Public Law 92-54) which provides for programs of public service employment for persons who meet the qualifications of an "Unemployed" or "Underemployed Person" as defined in subparagraphs (5) and (6) of the Federal Act. These Units certified a total of 6,727 applicants in response to requisitions to fill such listings received from the twelve cities designated as Program Cities and from the various cities and towns included in the twenty-four Consortia established under the Act. As a result of these certifications 139 applicants were appointed on a temporary basis to various positions for the duration of the Act. In addition to this, the Units processed and approved 1,041 provisional appointments to various positions in accordance with the provisions of Chapter 31, Section 15.

The work of the Registration Units of the Bureau was also increased during this period due to the fact that the United States District Court, District of Massachusetts, declared unconstitutional the residency requirements for eligibility for veterans' preference as defined in subparagraph 2 of Section 21, Chapter 31. The Units processed 30,000 canvass letters to non-veteran applicants on existing eligible lists informing them of this decision and requesting that they resubmit copies of their honorable discharges from military service (form DD 214) for further consideration if they had not been previously given preference as a veteran because of the residency requirement. After review of the honorable discharges submitted, veterans' preference was given to 33 applicants who had not been given veterans' preference at the time that they originally filed applications solely because of the residency requirements. Veterans' preference was also given to 247 other applicants who had neglected to submit their honorable discharges with their original applications but were entitled to be given veterans' preference. Many of the applicants returned the canvass letters with requests for information relative to their status on the eligible lists and also informing us of changes in their address, and this resulted in an increase in the work load because of the necessity of answering these inquiries and posting changes of address and in some instances, processing domicile location code changes for the Data Processing operations. The State and Boston Registration Unit also corrected and processed several thousand discrepancies resulting from the merger of the Master file and Conversion file in connection with the computer operations. The canvass served a dual purpose, however, in that the eligible lists were updated by the removal of 1,781 applicants whose canvass letters were returned unclaimed by the Post Office Department.

We are also pleased to report that two persons were appointed to temporary positions for a period of three years as Public Works Laborer in the City of Holyoke Public Works Department and as Laborer (Porter) in the Department of Health, Hospital and Welfare in the City of Cambridge respectively under the provisions of Section 10 of Chapter 31 (Ch. 562 of the Acts of 1967 as amended by Ch. 756 of the Acts of 1968) which provides for the employment of a mentally retarded person. In this period, approval was also given for the permanent appointment under this section of a Laborer in the Brockton Health Department upon the successful completion of his temporary employment for a period of three years.

Meetings were held with qualified members of the staffs of the American Red Cross, the Y.M.C.A., the United Community Services, the Boston Parks and Recreation Department, the Metropolitan District Commission and Civil Service Examiners for the purpose of obtaining proposals and suggestions for a revision of the

practical test given for the position of Life Guard. As a result, a more intensive and comprehensive practical test was developed to determine the qualifications of applicants for the position. We are now able to provide the Metropolitan District Commission and the municipalities with well qualified life guards to staff their beaches and pools.

Two high school students on the senior level were appointed on a temporary part-time basis for the school year as Motor Equipment Repairman Interns in the Highway Department of the City of Medford. Although these positions are exempt from civil service under the provisions of Section 5 of Chapter 31, the students are given an opportunity to obtain a progressive, diversified learning experience in the motor equipment repair field.

PAYROLL AND RECORDS BUREAU

This bureau comprises three units which are responsible for maintaining employment records for persons employed in positions in the State and its political subdivisions where the Civil Service Law and Rules apply. The Municipal Unit handles the records of persons subject to the operation of the Civil Service Law and Rules in 38 cities and 175 towns, the Boston Unit maintains the records of Civil Service personnel of that city and the State Unit is responsible for the employment records of the various departments, bureaus, commissions, institutions and other agencies in the service of the Commonwealth where the Civil Service Law and Rules are applicable.

On these employment records, entries are made in chronological sequence regarding all actions affecting the status of the employees including appointments and promotions made on a permanent, temporary or provisional basis, various types of absences and terminations of employment, reinstatements after absences or separations from service, permanent and temporary transfers, classifications of positions and services under Civil Service by virtue of statutes, ordinances or by-laws, decisions rendered by the Director and by the members of the Civil Service Commission after hearings held before them as provided in the Civil Service statutes as well as many other types of miscellaneous entries necessary in maintaining a complete employment record system.

In addition to posting entries on personnel employment record cards, entries must be made on rosters which are prepared in accordance with the statutes providing for the determination of seniority in service of employees with a permanent status whether such is on a full-time, part-time, intermittent or recurrent basis. Also lists in alphabetical order by department and by name are kept for temporary and provisional appointees showing the titles and approved periods of employment. Statistics are maintained with reference to various types of absences, terminations of employment, suspensions, lay-offs, and reinstatements.

Another phase of the work of the bureau is the checking and processing of certain Civil Service forms submitted by appointing officials. These include Emergency Employment Notification Forms, Report of Salary Increase Forms, Reinstatement Forms and Absence and Termination Notices. These forms are checked to see if the information reported or the requests made on them as submitted by appointing authorities conform to the requirements of the Civil Service Law and Rules as they apply in each case, before they are approved or released by this bureau to Auditors, Accountants, Treasurers and Appointing Officials.

In this bureau determination is made as to eligibility for promotional qualifying examinations when such requests have been filed for employees by the appointing authorities of departments. Also from these employment records a determination is made as to the number of potential candidates in lower grade or grades eligible for a departmental promotional examination or for a competitive promotional examination.

The employment records are used by other bureaus of the department. The Application Bureau refers to them in order to determine eligibility of applicants for each promotional examination; the Examination Bureau uses them when determining the level of training and experience of an applicant for appointment or promotion; the Labor Bureau makes reference to them when a determination is to be made as to whether a temporary employee has been employed for a sufficient period of time in a department to qualify him for certification as an experienced employee in that

department and also uses these records to determine if a person is eligible under Civil Service Rule 19 for re-employment on a temporary basis in a type of employment that regularly recurs at certain periods each year.

During the period covered by this report, the inactive employment record card files in the Municipal Unit were culled and resulted in the removal of the records of approximately 68,965 former employees in the cities (except Boston) and towns who had died, were pensioned or retired or who were over 70 years as of February 1, 1971. These records were microfilmed and are now on seven reels of film which has resulted in the elimination of some filing equipment and a considerable saving of space.

Automated employment record card files have been installed in the State and Boston Units and it is proposed to install similar files in the Municipal Unit. This will provide for a modern uniform method of record keeping. The installation of this filing equipment will permit the interfiling of all index cards and inactive employment record cards for the cities (except Boston) and the towns in one alphabetical filing system. This will minimize errors in filing and also speed up the process of locating active records. Such an automated system will eliminate obsolete equipment and be a space saver.

The statutes require that the payrolls, bills and accounts for salary or compensation of the City of Boston must bear the certificate of the Director of Civil Service or his authorized agent indicating that the persons named in such payroll, bill or account have been appointed or employed in accordance with the Civil Service Law and Rules where such are applicable, before payment may be made. These payrolls must be certified each week and involve approximately fifteen thousand employees. There are approximately fifteen hundred payrolls certified each year. In addition there are many retroactive salary, overtime and supplementary payrolls which must be processed before payment is made.

During the period covered by this report representatives of the Federal Government inspected the employment records and the Civil Service Emergency Forms with reference to the personnel of the State Department of Public Welfare while auditing the functions of that department.

Conferences were held with employees of other State departments who handle personnel records for their departments in connection with various phases of Civil Service procedure so as to eliminate problems that arise at times with reference to such matters.

The consulting firm of Keene Associates has been delegated the work of establishing procedures to combine the personnel history records of the Bureau of Personnel with the employment records of the Division of Civil Service so as to embody all information required in both areas and yet eliminate duplication where it occurs.

Many requests are made on this bureau in person or by letter for information regarding the Civil Service Law and the procedures to follow to conform with this statute by appointing authorities who are contemplating certain personnel actions as by employees seeking information as to their status and their records of employment for retirement purposes or eligibility for salary increments. Due to collective bargaining many requests are made on this office by union officials and by employees with reference to employment rights and other matters involving the Civil Service statute.

Training programs covering several weeks' duration were provided by the Executive Office for Administration and Finance and several employees of this bureau had the opportunity to attend these classes thereby acquiring knowledge of techniques that will be helpful in solving problems that may arise involving the work of the Bureau and the personnel under their supervision.

RECRUITMENT BUREAU

There is no program in the Massachusetts Civil Service of greater importance than the effort to achieve full equality of employment opportunity. Assuring equal opportunity and eliminating any vestige of discrimination in employment practices is essential to the well-being of state and local government. Race, color, religion or national origin must never have any effect on the opportunity of an individual to work for and advance within state and local service. Therefore -

In our continuing effort to further develop and improve the Recruitment Program as well as to encourage and attract young people into the State Service, recruitment dates were scheduled through special arrangements with placement offices of colleges, high schools and other groupings. Helpful advice was given to students about choosing careers, getting jobs for the summer, or obtaining full-time employment.

Sixty-eight such educational institutions were visited by the recruitment supervisor and assistant recruitment supervisor during the 1971-1972 fall and spring sessions. The number of students participating showed substantial interest in the consideration of a career in the Public Service.

Recruitment also attended a number of professional organization conferences and meetings in order to acquaint the members of these organizations with job opportunities in Massachusetts State Government. Speaking engagements among others, included Massachusetts Rehabilitation, Welfare Groups, Military Retirement Groups, Veteran Job Mart Seminars, Division of Employment Security Offices, etc. These speaking engagements have helped to give the public a better understanding of public service.

Numerous school counseling and placement offices, as well as agencies, bureaus, divisions, sub-divisions, minority group organizations, little city halls, positive action programs and agencies, etc., have been added to our mailing list for appropriate examination announcement bulleting. City and town hall offices were visited and inquiries were made of cities and town clerks as to the availability of space for the posting of examination announcements. Individual counseling and guidance is now being offered on a larger scale because of the appointment of an assistant to the recruitment supervisor, to the many who not only physically present themselves at our Washington Street office but also to those who seek constructive information relative to a career in public service and use the mail or telephone as a method of communication. The number of such requests total approximately 500 each month.

Information and counseling booths have been staffed at fairs and other proven popular events. The Greater Boston Career Exposition, The Eastern States Exposition, The Sportsmen's and Camping Show, are cited as examples. Specimen examinations, civil service brochures, examination announcements and applications were additional offerings to the general public at these booths which have proven to be points of real spectator interest.

In concentrated campaigns, problem areas for recruiting personnel have been pinpointed, and these areas have received the intensive care of our recruitment

efforts; ethnic newspapers, community groups, minority organizations, etc., have been utilized to get the message across. Special newspaper advertising and poster announcements were distributed throughout the state which would reach the hard-core unemployed, the unskilled and the poorly educated. These have included posters in Spanish and Chinese. Also the Job Finder, a weekly newspaper and the Black Reader, a similar monthly publication, with statewide coverage have inserted attractive notices stressing the opportunities and advantages of civil service employment open to the minority groups.

We hope in the near future, with the anticipation of federal funds, to supplement our endeavors by the issuance of special posters for distribution, more imaginative and creative newspaper advertising, on the spot recruiting in ghetto areas, and all other methods that will help to assist all in our society who are convinced that they do not have a chance of making it.

The credibility of the Division and the Recruitment Bureau was greatly enhanced through the effort and time that was spent on this program. Very shortly we will know the results of the effort that was spent. Under way at present are plans for a more active role in job and career seminars, and a part-time community based Civil Service office. This, we believe, ^{will} bridge the gap between the community and the Division.

One of our biggest accomplishments was the police recruitment project. It was here that contracts were given to the Springfield Urban League for minority recruitment in the western part of the state. Extensive advertising was both paid for and given in the news and electronic media.

This report then represents a record of the Recruitment Bureaus program development. Although the results achieved are encouraging, problems and needs in terms of scope and scale - beg description. As in life generally, however, we have found that it is helpful to have long-range goals in order to overcome short-range frustrations.

Productive minority recruitment is emerging as a central requirement in the institutions of our society, government, education, health care service agencies, etc. The reason is clear - more must be accomplished with the increasingly scarce resources available.

How to maximize consensus and minimize conflict in solving these objectives emerges as a high priority. Where persistent problems exist, more will have to be done to utilize the concept and skills of problem-sensing, problem-sharing, and problem-solving for the solution of our difficulties. Education and understanding remain as the main avenues to reconciling and resolving problems, for the obvious reason that the issues on which men differ are less important than those on which they agree. It is toward this ultimate end that the work of the recruitment bureau will be directed.

CONSULTANT SERVICES

As a result of the report of the firm of Bio-Dynamics, Inc. of Cambridge, "A Study and Refinement of the Police Selection System in the Commonwealth of Massachusetts", selected last year under a Federal Grant to do a study on recruitment and selection of police officers, a report was submitted to the Director which has been of considerable value, particularly that part of the report dealing with the duties of a police officer. Many of their recommendations have been accepted.

Under Intergovernmental Personnel Act funds, a study has been made possible on job specifications, examination procedures, validation of examinations and related matters. Mr. Robert Power, Area Manager, U. S. Civil Service Commission, was loaned to the Division on a full time basis, to implement this program. Assisting him on reviewing job specifications for cities and towns was Miss Dorothea McCarthy. One outstanding result is that an occupational handbook will be prepared; applicable to all cities and those towns under Civil Service. When completed it is hoped to reduce the number of existing titles and to have uniform titles throughout the Commonwealth for cities and towns.

The study group is involved in review of many office forms used in processing of applications and examinations. One of the major purposes of the study is to determine what functions can be placed on data processing. At this point, there are indications that the report will result in savings to the Commonwealth.

The Director of Civil Service followed the progress of legislation in Congress on the Intergovernmental Personnel Act from the time it was introduced by Senator Muskie. Early in 1971 work was begun within the Division to prepare for possible action when and if the legislation became law. When the Act was passed we were prepared to take immediate action. A work simplification study was conducted within the Division in 1971 and early 1972. We were assisted in this work by an independent firm of consultants, Lybrand, Ross Brothers and Montgomery who expressed an interest in performing such work for the State. Their services were on a voluntary basis and without cost to the State. The first concern of the study was the standardization of the processing of requisitions, certifications, appointment and promotion forms, etc. for all agencies of the State; over the years certain variances had arisen leading to a multitude of exceptions. The study grew in scope and by the end of the year included plans to merge certain functions of Civil Service and the Bureau of Personnel. The project was approved under the Intergovernmental Personnel Act. Bids were requested from interested firms. Several visited the Division of Civil Service and Bureau of Personnel making individual studies of the work flow, etc. In May of 1972 formal proposals were submitted by the firms interested. In June the bid was awarded to Keane Associates, Inc., Computer and Management Systems, of Wellesley, Massachusetts. The contract was signed June 14, 1972 and work was begun on the project immediately.

F E E A FUNDS

The young men and women employed in the Division under FEEA Funds as Research Assistants, Clerks, etc., have given almost without exception, excellent services and it is hoped that funds will be allotted the Division to continue their employment.

TRAINING PROGRAM

Twenty-four employees attending the training course under the Bureau of Personnel during the year which ended on June 30, 1971 received certificates in March 1972.

DATA PROCESSING TRAINING PROGRAM-M.C.I., NORFOLK

The Division of Civil Service has been actively involved with the training program in Electronic Data Processing at M.C.I., Norfolk since its inception in June 1967. Civil Service was the first client at Norfolk and still remains active in aiding the program.

Civil Service also utilizes its computer for the majority of the inmate programs. These programs are assembled, compiled or tested and then returned to the students in the programming classes for testing and rewriting.

Civil Service is also in the process of testing the system designed by the inmates for a payroll for the prison population. This system should be operational by January 1973 and will be run monthly by the Division of Civil Service.

One of the staff members of the Data Processing Bureau has been associated with the program at M.C.I., Norfolk. Every Friday (after three hours of work) he visits Norfolk.

The major function of Civil Service has been compiling, assembling and testing all student programs for the inmates. It receives the work on Friday and has all the production in the mail to Norfolk for error detection to be prepared for his next visit.

Presently he is testing a complete payroll system for the Norfolk Colony Administration. The system has been designed, written and key punched at Norfolk by the inmate programmers and key punchers.

Monthly pay slips will be printed for each inmate at Norfolk stating their monthly earnings in the Norfolk accounts. A master sheet will also be produced for the Department of Correction Administration. The system should be operational by February 1, 1973. Present plans call for ALL operational procedures to be processed during non-prime time. Norfolk officials seem quite enthused and our assistance will save many man-hours presently being used. Civil Service operational personnel will be compensated for hours worked by the Department of Correction.

Aside from the productive work side of M.C.I., Norfolk, the personal touch involved by his visits appears to be a real morale builder. Just talking to an "outsider" breaks up their normal routine and provides an outlet for a few hours.

It is estimated the savings to the Division by this staff member will be a saving of \$32,000.00 to the Commonwealth.

NOTES OF INTEREST

The Director of Civil Service is a member of the boards, associations, etc. listed below, and it is necessary for either the Director or a designated member of her staff to attend meetings related thereto.

- Member of Public Personnel Association
- Member of Governor's Standing Committee on Nursing
- Member of Advisory Council on Radiation Protection
- Member of Board of State Examiners of Electricians
- Member of Municipal Police Training Council
- Member of the Massachusetts Commission of Employment of the Handicapped
- Member of the Special Commission on Status of Women
- Member of the Bentley College Advisory Board
- Honorary Member of the Massachusetts Chiefs of Police Association

At least two or three times each week, conferences are held in the office of the Director on request of representatives of disadvantaged and minority groups seeking guidance and assistance in their programs and interpretation of the laws. The enactment of Chapter 778 of the Acts of 1972 (copy attached) entitled: "AN ACT IMPLEMENTING THE FEDERAL MANPOWER DEVELOPMENT AND TRAINING ACT AND OTHER FEDERAL MANPOWER PROGRAMS", will require considerable study and many conferences before implementation.

An intensive recruitment program for minority groups is underway not only for police services positions, but for all positions.

The Division of Civil Service was allotted in the Budget, one position of Test Psychologist and one position of Assistant Supervisor of Recruitment. A copy of specifications for each position is attached. The Assistant Supervisor of Recruitment will be assigned especially to the task of attracting Spanish surname people to the Civil Service system.

Several conferences have been held with Recreational Groups and representatives of Recreation Departments on examinations for Life Guards and other positions in the recreational field. Because of the increase in the Black and Spanish population, it is hoped to recruit more Blacks and Spanish for recreational programs. A copy of the new Lifeguard Poster is attached which, it is believed, will aid in this respect.

Although appointing authorities may now request that oral examinations be one of the components in an examination (a written test must also be part of the examination) relatively few appointing authorities have made such a request to the Director.

Chapter 31, Section 3, G.L. provides that appointing authorities may request that an unassembled examination be held for positions where a master's or doctor's degree is a requirement for appointment or in positions where a license is required by another State agency (nurses, physicians, plumbers, electricians, etc.). Notwithstanding this provision in the law, many appointing authorities although aware of its provision request that the Division hold a written test.

Similarly although appointing authorities may request a promotional qualifying examination (an examination without competition) for an employee who is first, second or third oldest in point of seniority of service and who has been employed at least three years in the next lower grade, relatively few such requests are made.

So that the appointing authorities may be kept aware of current legislation, the Division of Civil Service publishes each year a bulletin explaining each new act and its effect on Civil Service. This is sent to 2,500 appointing authorities throughout the Commonwealth in addition to Civic, Union and other organizations.

Statistics show that for positions in the State service including both permanent and temporary, there were 872 more appointments than for the same period last year, an increase of 681 in cities and towns, excluding Boston, where there was an increase of 316.

The greatest increase in the number of appointments, including both permanent and temporary were in the following categories:

- Custodial and domestic
- Agriculture and conservation
- Administrative and clerical

There was a 4,000 increase in the number of persons examined over the number examined in the same period of last year.

Substantial decrease was made in the number of names certified from eligible lists to fill vacancies; 172,686 fewer names were certified than in the previous year, although the number of requisitions received from state, cities and town agencies increased. This was accomplished through more selective certification. This item alone reflects our aim to substantially reduce the cost of government.

The Division is constantly trying to reduce the number of provisional appointments, especially to permanent positions by suggesting to appointing authorities the use of substitute lists, more particularly the management intern list.

The number of provisional appointments for the period of July 1, 1970 to June 30, 1971 was 3,835 as against 2,914 for the period from July 1, 1971 to June 30, 1972, a reduction of 921. As provisional appointments lessen so will the cost of the administration of government.

Emphasis at the present time is being placed on the holding of examinations at the earliest possible date and establishing lists in much shorter period of time. As a result of ongoing studies and recommendations, much of the work of the application and examination will be computerized.

The appeal system as set forth in Chapter 31, G.L. is under review. In view of recent court decisions questions on validity of examinations if test questions are made available and appeals allowed by applicants, legislation is being filed by the Division for consideration of the next legislative session. If enacted it would only permit an applicant to appeal the results on questions if he submits proof an error was made in the markings. Lists will be established in a considerable shorter period of time if this legislation is enacted.

The police services positions examination to be held under guide lines of the United States District Court in the case of Castro vs. Beecher, et al, (cite as 45 F 2d 725 (1972)), is scheduled for the fall of this year. The guide lines are as follows:

1. - that a detailed policeman's job analysis be prepared;
2. - that the examination be designed by a qualified expert;
3. - that both the designer and an independent expert file certificates stating their reasons for concluding that the examination met the twin requirements; and
4. - that the certificates be open for public inspection after the examination is given.

THE COMMONWEALTH OF MASSACHUSETTS

In the Year One Thousand Nine Hundred and Seventy-two

AN ACT IMPLEMENTING THE FEDERAL MANPOWER DEVELOPMENT AND TRAINING
ACT AND OTHER FEDERAL MANPOWER PROGRAMS.

Be it enacted by the Senate and House of Representatives in General Court
assembled, and by the authority of the same, as follows:

SECTION 1. Notwithstanding the provisions of section fifteen of chapter thirty-one of the General Laws, an appointment to a position subject to said chapter may be made to a position in the lowest job group or grade within each class of positions as determined by the director of civil service, provided the appointee has successfully completed a work-training program for disadvantaged persons. The secretary of the executive office of manpower affairs shall certify which work-training programs meet the qualifications and work specifications of the positions under civil service and the bureau of personnel, and which adequately prepare the trainee to perform the duties of said positions and shall furnish a list of the positions to the director of civil service; provided that such training programs shall have been advertised to the public and such training programs made available to permanent employees of the commonwealth and its political subdivisions who meet the criteria for disadvantaged persons as hereinafter stated, and such training programs shall have been registered or listed with the division of employment security and shall have been sponsored or conducted by or in cooperation with the commonwealth, a political subdivision thereof or the federal government. Prior to appointment under this act, persons so trained shall have passed an examination for the position administered by the director of civil service.

If more than one person eligible for an appointment under this act shall satisfactorily pass the examination, the names of such disadvantaged persons shall be placed in the order of their passing grade subject to section twenty-three of chapter thirty-one of the General Laws upon an eligible list hereafter called a special eligible list.

When an eligible list already exists for the position for which such exam has been given, the director shall certify names alternately from such eligible list and the special eligible list until the required number of eligibles is certified, provided that persons on such list shall be grouped according to the provisions of chapter thirty-one of the General Laws, and that nothing in this act shall change the provisions of section fifteen of said chapter thirty-one as they apply to promotional exams. Names from a departmental promotional list shall be certified before names from such special list referred to herein.

For the purpose of this act, a disadvantaged person shall be a person whose annual net income, in relation to family size and location, does not exceed low-income guidelines established by the federal government or who does not have suitable employment, and is a person who does not have a high school education or its equivalent, a member of a minority group, a person under twenty-one years of age or forty-five years of age or older, or a handicapped person; provided that a state or municipal employee who does not have a high school education or its equivalent, a member of a minority group, a person under twenty-one years of age or forty-five years of age or older, or a handicapped person shall not be barred from consideration as a disadvantaged person by reason of his receiving a salary from the commonwealth.

The provisions of this act shall not apply to police services positions or fire fighters.

The bureau of personnel shall be available for assistance in designing a training program to meet state specifications of the positions for which persons referred to in this act are trained.

SECTION 2. This act shall cease to be operative on July first, nineteen hundred and seventy-five.

House of Representatives, July 9, 1972.

Passed to be enacted, *Thomas W. McLee*, Acting Speaker.

In Senate, July 9, 1972.

Passed to be enacted, *Ken B. Smith*, President.

July

18, 1972.

Approved,

Frank Langert
Governor.

TEST PSYCHOLOGIST

GENERAL STATEMENT OF DUTIES: Plans, designs, directs, analyzes, interprets, and evaluates validation studies for Civil Service examinations; serves as the expert resource in all matters pertaining to employment selection including research, current developments, test discovery, test construction, and development planning, and program implementation; performs related work as required.

SUPERVISION RECEIVED: Works under the direction of Director of Civil Service.

SUPERVISION EXERCISED: May exercise working supervision over other psychologists, research assistants and clerical employees in the operation of validation studies.

EXAMPLE OF DUTIES:

1. Evaluates various current recruitment and selection practices for various Civil Service job titles and makes recommendations to the Director of Civil Service.
2. Designs and develops studies for test validation programs.
3. Undertakes validity research on various selection or assessment techniques used, tests, interviews application blanks, etc.
4. Designs procedures for conducting test development, test construction and examination validation studies which may include three or more phases of planning, data collection, data analysis and preparation and submittal of reports.
5. Designs and develops performance criteria as needed for validation studies.

QUALIFICATIONS:

1. Thorough knowledge of current testing instruments, procedures, and techniques including those used in assessing intelligence and personality traits.
2. Thorough knowledge of the principles and practices of tests and measurement including psychological testing and the research and methodology of test development, construction, and validation.
3. Thorough knowledge of research methods and statistical techniques.
4. Considerable knowledge of current federal and state regulations concerning the fair use of employment selection methods and the pertinent court decisions in connection with such regulations.
5. Considerable knowledge of methods of job analysis and job behavior.
6. Ability to implement the strategies of employment test validation including multivariate statistical expertise.
7. Must have Ph.D degree in Psychology or Human Development from a recognized University; be a full member of the American Psychological Association.

Service Group No. 61

Job Group No. 19

New Class
Ch. 514 Acts/72
Eff. 6/25/72
Approved Civil Service
1/16/73

ASSISTANT SUPERVISOR OF RECRUITMENT

GENERAL STATEMENT OF DUTIES: Under supervision, plans, coordinates and supervises comprehensive recruitment activities in assigned areas of the Division of Civil Service Recruitment Program to assure equal employment opportunity for all citizens of the Commonwealth, requiring the exercise of considerable responsibility in the interpretation and application of pertinent rules, laws, and policies; performs related work as required.

SUPERVISION RECEIVED: Works under direction of the Director of Civil Service and the immediate supervision of the Supervisor of Recruitment who reviews performance for effective results and for conformance with the rules, regulations and laws.

SUPERVISION EXERCISED: Exercises direct supervision over a small number of clerical employees engaged in recruitment activities for which the assistant supervisor is responsible.

EXAMPLES OF DUTIES:

1. Under the supervision of the Supervisor of Recruitment, plans and supervises recruitment activities in assigned areas of the Division of Civil Service Recruitment Program designed to stimulate interest in government employment; develops and coordinates methods and procedures involved.
2. Plans, carries out, coordinates, and supervises recruitment activities designed to assure equal employment opportunity for all citizens of the Commonwealth.
3. Initiates and maintains communication with minority community leaders and organizations for the disadvantaged, to develop mutual understanding of needs.
4. Develops and provides recruitment literature with emphasis on the interests of educationally or culturally disadvantaged groups.
5. As assigned, establishes contacts with governmental agencies or schools working with large numbers of minority or disadvantaged groups.
6. Arranges agency tours or job opportunity forums for citizens of the Commonwealth including minority or disadvantaged applicants and organizations.
7. Encourages employees to refer their friends for counseling on employment opportunities.
8. Arranges active recruiting with particular emphasis on large minority groups.
9. Recommends new classifications of positions that might be used as entry positions for assigned segments of the population.

ASSISTANT SUPERVISOR OF RECRUITMENT

EXAMPLES OF DUTIES: (Continued)

10. Recommends career ladders and training programs designed to enable career employees to progress in the Civil Service system.
11. Works independently or with interested groups to provide training classes to help the disadvantaged and other interested persons to pass the examinations for entry into the Civil Service system.
12. Recommends changes in law or procedures consistent with a merit system that will improve employment opportunities for all interested and competent applicants.

QUALIFICATIONS:

1. Considerable knowledge of the principles, practices and techniques of personnel recruitment;
2. Considerable knowledge of the problems of the disadvantaged and minority groups in obtaining employment;
3. Considerable knowledge of recommendations and proposals designed to improve employment opportunities for all citizens including disadvantaged and minority groups;
4. Considerable knowledge of the positions and required qualifications in the State and Municipal service;
5. Considerable knowledge of Civil Service rules and laws;
6. Ability to speak and write effectively;
7. Ability to understand and work effectively with assigned applicants and groups;
8. Ability to carry out an effective recruitment program in an assigned area.

Service Group No. 15
Job Group No. 16

AMENDED:
Appvd. C. S. 11/17/71



Commonwealth of Massachusetts

Division of Civil Service

RECRUITMENT INFORMATION

Equal Opportunity Employer



LIFEGUARD

REQUIREMENTS FOR FILING APPLICATION

Applicants must be not less than sixteen years of age at time of filing. Worcester - not less than eighteen, and applications will be accepted from both males and females. Qualified applicants for State Service who are eighteen years of age or over will be certified first for positions in the Metropolitan District Commission, but, if there is an insufficient number of applicants in this age group, qualified applicants who are seventeen and sixteen years of age will then be certified.

All questions must be answered in ink, and application signed or it will be returned for completion. Follow carefully general directions and special instructions on each application.

THERE ARE THREE DIFFERENT LABOR SERVICE APPLICATIONS which are to be filed either by mail or in person at Labor Bureau, Room 42, State House, Boston.

YELLOW - State Labor Service application is to be filed for the position of Lifeguard in the service of the Metropolitan District Commission.

PINK - Labor Service applications are to be filed for other cities and towns which employ Lifeguards.

GREEN - Boston Labor Service application is to be filed for the position of Lifeguard in the service of the City of Boston.

SEPARATE APPLICATIONS MUST BE FILED FOR STATE AND CITY SERVICE

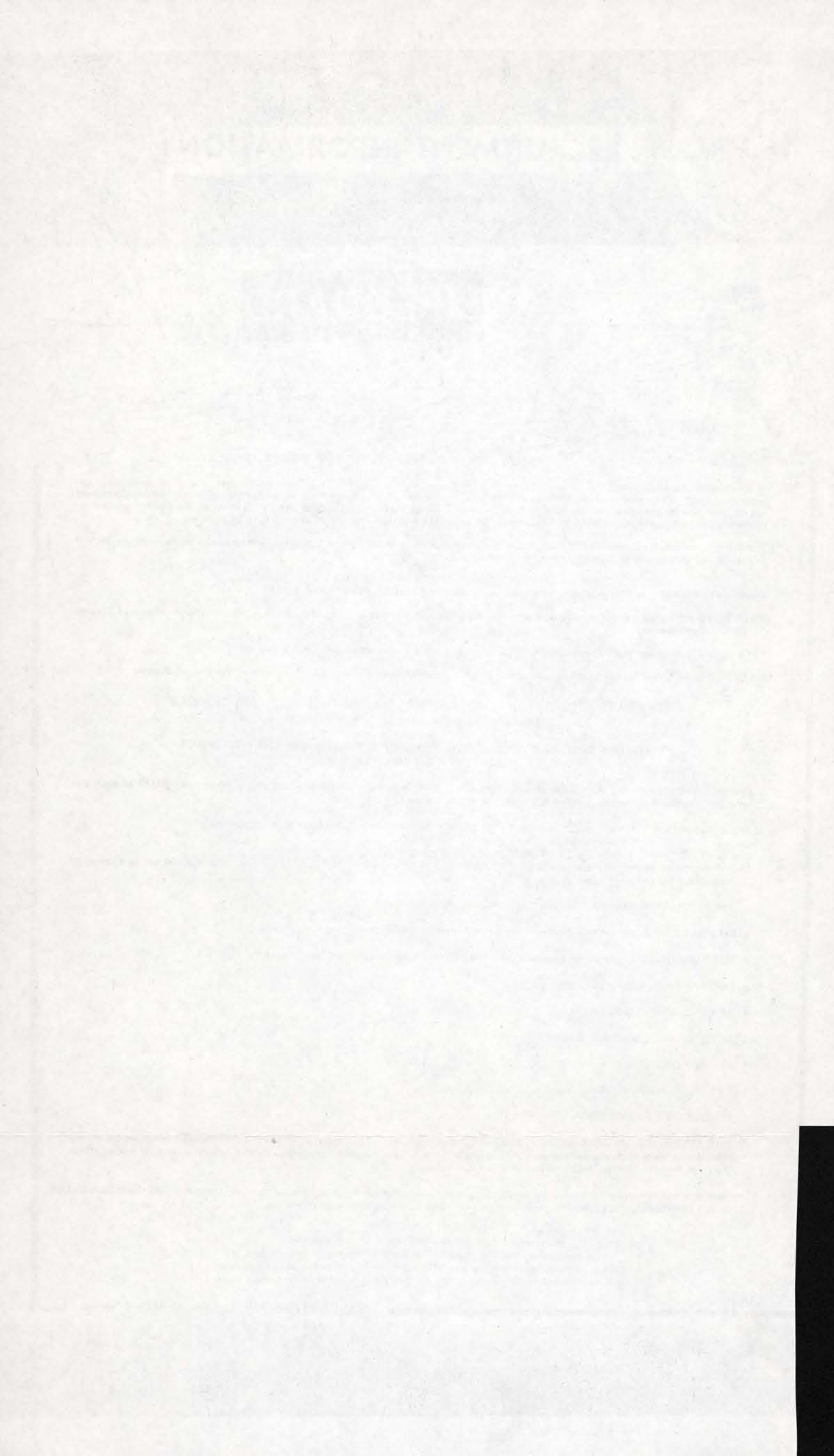
There is no time limit for filing applications

IN ORDER TO QUALIFY, REGISTERED APPLICANTS MUST MEET THE FOLLOWING REQUIREMENTS FOR LIFEGUARD

1. Pass physical examination administered by Division of Civil Service, and have a visual acuity of at least 20/30 in each eye separately, without correction by glasses, contact lenses, or medication.
2. Pass a practical test in lifesaving administered by the Division of Civil Service consisting of the following:
 - a. 440-YARD SWIM: time limit - 12 minutes (good swimming ability)*
* - Inability to swim this distance within the time limit will be considered a failure in the test, and you will not be allowed to continue the testing in other events.
 - b. RESUSCITATION: Mouth-to-mouth, Chest pressure; Back pressure.
 - c. LIFE SAVER'S JUMP: Front approach cross chest carry (60-feet), and lift from deep water.
 - d. SURFACE DIVE: Under water approach, hair carry (60-feet), and saddle-back carry.
 - e. FRONT HEAD HOLD RELEASE.
 - f. REAR HEAD HOLD RELEASE.
 - g. DOUBLE WRIST GRIP RELEASE.
 - h. DOUBLE DROWNING.
 - i. TREADING WATER: (5-minutes; FLOAT: (2-minutes).
 - j. RING BUOY THROW: (60 feet).
 - k. THE TEST IS GIVEN ON A PASS/FAIL BASIS. You must pass in each event in order to be considered as having passed the test. In the event that you fail the test, you will be allowed to take a re-test provided you make request in writing to this office. You will, however, be required to take the entire test again.
3. Possess and exhibit either by mail or in person at Labor Bureau, Room 42, State House, Boston, a current Red Cross Standard First Aid Certificate or its equivalent. Such certificate may be exhibited subsequent to filing.

When requisitions are received, qualified applicants will be notified of time and place of interview, the salary to be paid and other pertinent information, and, if selected for appointment, may be assigned to pools or beaches by the appointing authority as the needs of the service require.

MABEL A. CAMPBELL, Director of Civil Service



EXAMINATIONS OPEN TO RESIDENTS OF MASSACHUSETTS

Boston	43
Other Cities and Towns	<u>115</u>
Total	158

EXAMINATIONS OPEN TO CITIZENS OF THE UNITED STATES

Statewide	1
State	16
Boston	2
Other Cities and Towns	<u>7</u>
Total	26

UNASSEMBLED EXAMINATIONS SCHEDULED

State	19
Boston	3
Other Cities and Towns	<u>39</u>
Total	61

UNASSEMBLED EXAMINATIONS OPEN TO RESIDENTS OF MASSACHUSETTS

Boston	1
Other Cities and Towns	<u>10</u>
Total	11

UNASSEMBLED EXAMINATIONS OPEN TO CITIZENS OF UNITED STATES

State	1
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OPEN CONTINUOUS EXAMINATIONS HELD

<u>POSITION</u>	<u>JURISDICTION</u>	<u>DEPARTMENT</u>	<u>DATE HELD</u>	<u>TOTAL</u>
Fire Fighter	Cities and Towns	Fire	8.27.71	1
First Class Stationary Engineer	Statewide	All	8. 9.71	1
Second Class Stationary Engineer			8. 9.71	1
Third Class Stationary Engineer			8. 9.71	1
First Class Fireman			8. 9.71	1
Second Class Fireman			8. 9.71	1
Junior Clerk			4.29.72	1
Junior Clerk and Typist				
Senior Clerk			6. 3.72	1
Senior Clerk and Typist				
Senior Clerk and Stenographer			3.11.72	1
Laboratory Assistant			4. 8.72	1
Stenographic Service			3.18.72	1
Clerk			8.27.71	1
Electrician	State	All	4.15.72	1
Statistical Machine Operator		Administration and Finance	4.22.72	1
Electric Station Operator		Civil Defense Agency	3.25.72	1
Electronics Technician			4.15.72	1
Sector Director,			4.22.72	1
Civil Defense Agency				
Statistical Machine Operator		Corporations and Taxation	4. 8.72	1
Employment Counselor, D.E.S.		Employment Security	7.30.71	1
Principal Interviewer, D.E.S.			9.25.71	1
Senior Statistical			1. 8.72	1
Machine Operator				
Statistician			4.15.72	1
Assistant Supervisor		Massachusetts	8. 6.71	1
in Education		Rehabilitation		
Diesel Power Plant Operator		Metropolitan District Commission	3.25.72	1
Assistant Dietitian		Public Health	3.25.72	1
Statistician		Public Welfare	4.15.72	1
Highway Engineer Intern, P.W.D.		Public Works	7.30.71	
			3.25.72	2
Total				28

CONTINUOUS EXAMINATIONS OPEN TO CITIZENS OF THE UNITED STATES

<u>POSITION</u>	<u>JURISDICTION</u>	<u>DEPARTMENT</u>
Employment Counselor, D.E.S.	State	Employment Security
Assistant Supervisor in Education	State	Massachusetts Rehabilitation
Diesel Power Plant Operator	State	Metropolitan District Commission

EXAMINATIONS HELD FOR OTHER JURISDICTIONS

California	9
Colorado	1
Connecticut	2
Maine	43
Maryland	4
Missouri	1
New York	17
Ohio	1
Oregon	1
Pennsylvania	6
Philadelphia, Pennsylvania	1
Vermont	1
Virginia	2
	<hr/>
TOTAL	89

VIETNAM VETERANS' MAKE-UP EXAMINATIONS

CENTERS AT WHICH EXAMINATIONS ARE HELD DURING THE YEAR



N.B. Competitive promotional examinations for police and fire service are held in the city or town for which the examination is scheduled.

• Indicates centers at which physical examinations are held.

⊗ Indicates centers at which strength tests are held.

LEGISLATION

A pamphlet entitled, Information on 1971 Legislation Affecting Civil Service, was prepared and distributed. A similar pamphlet has been prepared for the 1972 legislative year. Copies are available at the Division of Civil Service (as long as the supply lasts).

Through June of 1972 seventeen Acts were enacted which amended Chapter 31 of the General Laws (The Civil Service Law) or amend or insert statutes directly affecting the Civil Service system. Included in these Acts are the following:

C. 75 - extension of the effective date of C. 364 of the Acts of 1970 (the so-called "rights" section); C. 76 - oral examinations; C. 98 - repeal of domiciliary provisions of law relative to veterans' preference; C. 105 - maximum age of applicants for examination for motor vehicle examiner; C. 141 - maximum age of certain applicants for the next police services examination following the court decision; C. 147 - clarifying provisions of law pertaining to a request for review of marking of training and experience; C. 226 - allowing appointing authority discretion to request eligible list for police force to be established with residents listed first; C. 257 - suspension of local government employees while under indictment; C. 282 - wider posting by appointing authority of department of annual seniority lists; C. 297 - high school diploma, or equivalent, for correction officers; C. 311 - school teachers in State Department of Correction exempted from Civil Service Law; C. 370 - elimination of residency requirements for certain applicants for fire force in cities and towns; C. 380 - equal preference with veterans for employees with twenty-five years service in promotional examinations for police sergeant and fire lieutenant; C. 382 - information required on applications for civil service examinations pertaining to arrests or dispositions for certain misdemeanors; C. 389 - unassembled examinations, educational requirement reduced from doctorate to master's degree; C. 406 - only one eligible list to be established or maintained for any one position. C. 532 - discrimination in employment of a rehabilitated handicapped person prohibited.

The following Acts have a more limited application and, therefore, have not been reviewed in our publication on Legislation enacted: -

- Chap. 86 AN ACT PROVIDING FOR LIMITED EXPENDITURE OF FUNDS BY SCHOOL COMMITTEES FOR THE EMPLOYMENT OF COUNSEL FOR GENERAL PURPOSES WITHOUT CERTAIN PRIOR APPROVAL. (LEGAL COUNSEL OF SCHOOL COMMITTEE EXEMPT FROM CIVIL SERVICE.)
- Chap. 192 AN ACT RELATIVE TO THE APPOINTMENT OF CERTAIN EMPLOYEES BY THE DIRECTOR OF THE STATE LOTTERY. (SO FAR AS PRACTICABLE EMPLOYEES CLASSIFIED UNDER CHAPTER 31, I.E., CIVIL SERVICE, SHALL BE PROMOTED TO POSITIONS.)
- Chap. 199 AN ACT PROVIDING FOR THE TRANSFER OF CERTAIN EMPLOYEES OF THE MUNICIPAL NURSING HOME OF HOLYOKE TO THE GERIATRIC AUTHORITY OF HOLYOKE.

OPINIONS OF THE ATTORNEY GENERAL

SUPERINTENDENT OF BUILDING OF THE CITY OF WESTFIELD

Q. Is the position of Superintendent of Building in the City of Westfield exempt from the operation of the Civil Service law and rules inasmuch as said Superintendent of Building is the head of the Department of Building in Westfield?

A. The office of Superintendent of Building is not subject to the Civil Service law and rules.

Opinion of Assistant Attorney General dated July 26, 1971.

PROMOTIONAL QUALIFYING EXAMINATIONS

Q. May a promotional qualifying examination be held after a departmental promotional examination has been held?

A. Yes. The appointing authority is free to fill the position under General Laws, chapter 31, section 15 paragraph A once a vacancy is permanent, notwithstanding that a departmental promotional examination had already been administered. There is no requirement that a method of filling a position, once undertaken, be carried to fruition.

Opinion of Assistant Attorney General dated August 27, 1971.

UNASSEMBLED EXAMINATIONS

Q. Shall the Director's authority to hold unassembled examinations be derived solely from section 6B of chapter 31?

A. Yes.

Opinion of Assistant Attorney General dated September 29, 1971.

APPEALS

Q. Has the Civil Service Commission any authority to reverse the Director's decision that an examination is valid and that its results should stand?

A. Yes. The Commission has statutory authority to reverse the Director's decision that an examination is valid and that its results should stand where the Commission finds that the examination, as offered, did not fairly test the fitness of the applicants actually to perform the duties of the position for which they applied.

Opinion of the Attorney General dated November 19, 1971.

MILTON FIRE DEPARTMENT

Q. Can an appointment as a Firefighter be rescinded by the Chief of the Milton Fire Department if the appointment is valid due to a physical examination by the Civil Service physician?

A. No. The appointment was valid and could not be rescinded by the Chief of the Fire Department. A town by-law cannot supersede a State law. A physical examination (medical) procedure established under Chapter 31 takes precedence over a town by-law.

Opinion of Assistant Attorney General dated January 27, 1972.

SPRINGFIELD CIVIC CENTER

Q. Should part-time employees of the Springfield Civic Center such as ushers, ticket-takers and security guards be hired pursuant to the civil service law and rules?

A. The provisions in section 7(f) of Chapter 377 dealing with the applicability of the civil service law and rules would become operable only if the Civic Center Commission determined to furnish services by using employees of the city. In that event, the employees must be hired pursuant to the civil service law and rules and it would be immaterial, so far as the application of said law and rules is concerned, whether the employees were full-time or part-time.

Opinion of the Attorney General dated January 28, 1972.

BELLENDEN R. HUTCHESON vs. DIRECTOR of CIVIL SERVICE
& others.

Suffolk. January 5, 1972. - March 31, 1972.

Present: Tauro, C.J., Cutter, Spiegel, Reardon, Quirico,
Braucher, & Hennessey, JJ.

Civil Service. Veteran. Constitutional Law, Public employment, Veteran.

Report by Lurie, J., of a suit in equity in the Superior Court.

BRAUCHER, J. Dr. Hutcheson seeks declaratory relief against the Director of Civil Service (the director), the commissioner of the Department of Mental Health (the commissioner) and Dr. Klebanoff to determine whether the commissioner is compelled by G. L. c. 31, s. 23, as amended, to appoint Dr. Klebanoff to the office of assistant commissioner for children's services, in preference to Dr. Hutcheson. A judge of the Superior Court has reserved and reported the case without decision on the pleadings and a statement of agreed facts.

Dr. Hutcheson is a resident of the Commonwealth, a doctor of medicine licensed to practise here, and a psychiatrist with board eligibility in child psychiatry and many years of professional experience in the field of mental health services for children. He is a World War II veteran under G. L. c. 31, s. 21 (see G. L. c. 4, s. 7, Forty-third), and holds a provisional appointment as assistant commissioner for children's services (G. L. c. 19, s. 8, inserted by St. 1966, c. 735, s. 1, as amended). The commissioner considers him the best qualified of those eligible for permanent appointment to that office and would so appoint him in the absence of a statutory mandate to the contrary.

Dr. Klebanoff is an employee of the Department of Mental Health, holds a doctorate in psychology, and is a disabled veteran under G. L. c. 31, s. 23A. He received a lower examination grade than Dr. Hutcheson. On April 21, 1971, the director certified both as eligible, with a notation that under G. L. c. 31, s. 23, Dr. Klebanoff as a disabled veteran must "be appointed and employed in preference to all other persons, including veterans. (In case, however, . . . [Dr.] Klebanoff should decline the position, the following additional name [Dr. Hutcheson] is certified.)" On May 19, 1971, the director issued a new eligible list, containing three names: Dr. Klebanoff, with a notation that he is a disabled veteran; Dr. Hutcheson, with a notation that he is a veteran; and a third veteran, who has withdrawn his name.

Dr. Hutcheson contends that G. L. c. 31, s. 23, as appearing in St. 1954, c. 627, s. 5, is repugnant to arts. 6 and 7 of the Declaration of Rights of the Constitution of the Commonwealth and to the equal protection clause of the Fourteenth Amendment to the Constitution of the United States. He attacks two aspects of the statute: the placing of disabled veterans ahead of other veterans on eligible lists, and the "absolute preference" in the last sentence. We consider the two aspects separately.

1. The constitutionality of a preference for veterans in public employment has had a troubled history in this court, last reviewed in *Commissioner of the Metropolitan Dist. Comm. v. Director of Civil Serv.* 348 Mass. 184, 187-193. The original statute concerning civil service, St. 1884, c. 320, required that the rules should provide for preference in appointments and promotions to honorably discharged veterans who served in the army or navy of the United States in time of war (s. 14, Sixth). In an opinion given to the House of Representatives in 1885, the Justices answered in the affirmative a question whether the provisions authorizing rules were constitutional but did not refer to the preference for veterans. Opinion of the Justices, 138 Mass. 601. Statute 1887, c. 437, expanded the statute to provide for the exemption of honorably discharged soldiers and sailors from civil service examinations, and the Justices in the same year declined to answer a general question submitted by the Governor and Council as to the validity of proposed rules. Opinion of the Justices, 145 Mass. 587, 592.

The leading case is *Brown v. Russell*, 166 Mass. 14, decided in 1896, which "has not been modified by later decisions." *Commissioner of the Metropolitan Dist. Comm. v. Director of Civil Serv.*, supra, at 192. In *Brown v. Russell* this court held unconstitutional St. 1895, c. 501, ss. 2 and 6, making the appointment of veterans to the detective force of the Commonwealth's district police compulsory, without examination, "whether the appointing power of the commissioners think they are or are not qualified to

perform the duties of the office or employment which they seek" (p. 24). The court said (p. 25) that "it is inconsistent with the nature of our government, and particularly with articles 6 and 7 of our Declaration of Rights, that the appointing power should be compelled by legislation to appoint to public offices persons of a certain class in preference to all others, without the exercise on its part of any discretion, and without the favorable judgment of some legally constituted officer or board designated by law to inquire and determine whether the persons to be appointed are actually qualified to perform the duties which pertain to the offices." The court left open the possibility that a different rule might apply to lesser employments, not amounting to public offices, or to a preference for veterans who had been found qualified either by the appointing power or by examination (pp. 23-24): "It may be said that, other qualifications being equal, there are reasons to believe that a veteran soldier or sailor often will make a better civil officer than a person who never has been subjected to the discipline of service in war, and it is distinctly a public purpose to promote patriotism, and to make conspicuous and honorable any exhibition of courage, constancy, and devotion to the welfare of the State, shown in the public service."

Later the same year the Justices were asked their opinion with respect to a statutory provision that veterans who pass a civil service examination shall be preferred in appointment to all male persons not veterans. Opinion of the Justices, 166 Mass. 589. A majority of four justices answered that the provision was constitutional, while a minority of three thought not. Both opinions relied on the reasoning of *Brown v. Russell*, supra. In *Mayor of Lynn v. Commissioner of Civil Serv.* 269 Mass. 410, 414, decided in 1929, the court adopted the opinion of the majority of the Justices in the 1896 Opinion of the Justices "as the judgment of the court in the present case," citing also *Ransom v. Boston*, 192 Mass. 299, 304 (preference for veterans "was within the power of the Legislature"); *Phillips v. Metropolitan Park Comm.* 215 Mass. 502, 506 (constitutionality "much debated" and "cannot go beyond closely confined boundaries"); *Corliss v. Civil Serv. Comm.* 242 Mass. 61, 65 ("there are constitutional limitations to preferences in favor even of veterans"); *Rich v. Mayor of Malden*, 252 Mass. 213, 215 ("The Legislature can confer on [certain] veterans . . . a preference in the classified civil service"). See *Barnes v. Mayor of Chicopee*, 213 Mass. 1, 4 ("not necessary to consider" attack on veteran preference provisions, which "are distinct and severable from the rest of the statute").

The *Mayor of Lynn* case and the 1896 Opinion of the Justices have since been accepted by this court as authoritative. *Canty v. City Council of Lawrence*, 275 Mass. 261, 263. *Goodale v. County Commrs. of Worcester*, 277 Mass. 144, 147-148. *Malloy v. Mayor of Peabody*, 299 Mass. 110, 114. Opinion of the Justices, 303 Mass. 631, 647-649. *Younie v. Director of Div. of Unemployment Compensation*, 306 Mass. 567, 570. *MacCarthy v. Director of Civil Serv.* 319 Mass. 124. Opinion of the Justices, 320 Mass. 773, 781. *Smith v. Director of Civil Serv.* 324 Mass. 455, 460-461. Opinion of the Justices, 324 Mass. 736, 742. *McNamara v. Director of Civil Serv.* 330 Mass. 22, 25-26. *Commissioner of the Metropolitan Dist. Comm. v. Director of Civil Serv.* 348 Mass. 184, 187-192. Nothing we say here is intended to impair that authority or to reopen the questions decided in the *Mayor of Lynn* case, supra.

2. The additional preference for disabled veterans now found in G. L. c. 31, s. 23, was introduced by St. 1922, c. 463. So far as it requires that the names of disabled veterans who pass the civil service examination and are not physically disqualified be placed ahead of other veterans on eligible lists, the statute was held constitutional in *Smith v. Director of Civil Serv.* 324 Mass. 455, 460-461: "The petitioners contend that the disabled veterans' preference exceeds the permissible bounds of legislative power. It is argued that it cannot be said that a disabled veteran is more qualified for public service by his experience than is one not disabled, and that the quality of patriotism is 'not enhanced by the situation in which almost nobody, except a disabled veteran, can be appointed to a position in the civil service.' We think, however, that it is open to the Legislature to say that, whereas all veterans may be preferred because of their service in uniform, the public interest is served by additionally preferring those who have incurred disability in the course of their service."

Decisions of this court both before and after the *Smith* case have had some limiting effect on the preference for disabled veterans. *Hayes v. Hurley*, 292 Mass. 109, 112-113 (valid appointment of another not affected by subsequent certification that applicant was a disabled veteran). *Younie v. Director of Div. of Unemployment Compensation*, 306 Mass. 567, 571-572 (disabled veteran subject to discharge during probationary period). *MacCarthy v. Director of Civil Serv.* 319 Mass. 124, 126 (preference for disabled veterans not applicable to promotions). *Riceman v. Commissioners of the Dept. of Pub. Util.* 321 Mass. 318, 320-321 (disabled veteran subject to probationary period on reappointment after interval of Federal service). *Commissioner of the Metropolitan Dist. Comm. v. Director of Civil Serv.* 348 Mass. 184, 197 (appointing authority need not appoint disabled veteran as a patrolman in view of pardoned conviction of armed robbery). *Seskevich v. City Clerk of Worcester*, 353 Mass. 354, 356 (appointing authority may appoint second disabled veteran on eligible list instead of first). *Starr v. Board of Health of Clinton*, 356 Mass. 426, 429-431 (appointing

authority need not appoint disabled veteran in view of conflict of interest). But these decisions have not reopened the constitutional question decided in the Smith case.

Dr. Hutcheson now argues that the whole justification for a preference for veterans rests upon possible legislative determinations (1) that their service gives veterans higher qualifications, and (2) that to honor veterans may induce others to follow their example. He argues further that additional preference for disabled veterans serves neither purpose, and that a grant of public employment as a reward for past service is not constitutionally permissible. General Laws c. 31, s. 23A, defines "disabled veteran" to require a continuing disability which does not prevent the efficient performance of the duties of the position sought, and to include anyone eligible to receive compensation from the veterans' administration for a service-incurred disability of not less than ten per cent based on wartime service. Thus, he argues, the determination of eligibility for the preference is delegated to a Federal agency, and the result is that it has no relation to combat service, to fitness for the public service, or to inducement of patriotic service. No one, he says, contemplates voluntarily attaining the status of disabled veteran; that status reflects, not valor or devotion but the sheerest accident, both as to incurring disability and as to recovery therefrom. Since these arguments were not made in the Smith case and were not discussed by the court, he asks us to consider them now.

We think Dr. Hutcheson understates the impact of the preference for disabled veterans as an inducement to patriotic service. The Legislature might conclude that men who are willing and indeed eager to serve in the armed forces in time of war may hesitate in view of their obligations to their dependents and the risks of disabling injury, whether from combat, from training accident, or from other causes. The Legislature might think that a practice of preference for disabled veterans would mitigate such hesitation, to the common benefit. Moreover, having identified a class which should be preferred on other grounds, we think the Legislature may properly take into account the factor of need, "to make more equal the race of life," so long at least as it provides safeguards to insure that the efficient operation of the public service will not be impaired. See *Matter of Sullivan v. Hoberman*, 34 App. Div. 2d (N. Y.) 6, 11. affd. 28 N. Y. 2d, 667; *Wilczynski v. Harder*, 323 F. Supp. 509, 520 (D. Conn.). In defining the limits of the preferred class, the Legislature must be accorded a large discretion. See *Pinnick v. Cleary*, Mass. , - , and cases cited. We adhere to the decision in the Smith case.

3. We come now to the "absolute preference" contained in the last sentence of G. L. c. 31, s. 23, as appearing in St. 1954, c. 627, s. 5. That sentence, which was enacted when the preference for disabled veterans was first established in 1922, has been before this court several times, but on each occasion we refrained from passing on the constitutionality of that part of the section "which purports to give to a disabled veteran absolute preference over all other persons including veterans in appointment to office." *Hayes v. Hurley*, 292 Mass. 109, 113. *Smith v. Director of Civil Serv.* 324 Mass. 455, 460. *Commissioner of the Metropolitan Dist. Comm. v. Director of Civil Serv.* 348 Mass. 184, 192-193.

The preference for disabled veterans is not, of course, "absolute" in the sense used in *Brown v. Russell*, 166 Mass. 14, 26, and *Opinion of the Justices*, 166 Mass. 589, 595; the disabled veteran must pass an examination for appointment and must present a doctor's certificate, approved by the director, that his disability is not such as to prevent the efficient performance of the duties of the position sought. See *Matter of Potts v. Kaplan*, 264 N. Y. 110, 115. Even after he is properly on the eligible list, the appointing power may in some circumstances refrain from appointing him on the ground that he is unfit or unsuitable. *Commissioner of the Metropolitan Dist. Comm. v. Director of Civil Serv.*, supra, 193. *Starr v. Board of Health of Clinton*, 356 Mass. 426, 431. If he is found to be qualified, however, the preference which the statute purports to grant is properly described as "absolute."

The statute approved in the 1896 *Opinion of the Justices*, 166 Mass. 589, contained a similar preference for veterans over nonveterans which was "absolute" in the same sense. In adopting the reasoning of the 1896 opinion, this court said that "it reaches close to the limit of legislative power." *Mayor of Lynn v. Commissioner of Civil Serv.* 269 Mass. 410, 414-415. See *Opinion of the Justices*, 324 Mass. 736, 742; *Commissioner of the Metropolitan Dist. Comm. v. Director of Civil Serv.*, supra, 190-193, and cases cited. The actual situation in the *Mayor of Lynn* case, however, was that an eligible list of three veterans had been certified for appointment in the fire department of the city in accordance with the rules of the civil service commissioners; the commissioners refused to certify in addition the name of the person receiving the highest grade on the examination because he was not a veteran.

The "absolute preference" for qualified veterans over qualified nonveterans was eliminated from the statutes by revisions in 1919 and 1920, but remained in the civil service rules until 1922. In that year we held that the provision in the rules was "obviously inconsistent with the existing civil service statute."

Corliss v. Civil Serv. Commrs. 242 Mass. 61, 65. The appointing authority must make appointment from an eligible list. But as was said in Seskevich v. City Clerk of Worcester, 353 Mass. 354, 356, by reason of par. c of G. L. c. 31, s. 15 (as appearing in St. 1964, c. 720, s. 1), "if the appointing authority appoints a person other than the person highest on the list, it must deliver a statement of reasons to the director and no such appointment shall be effective until such statement is received. The preference to disabled veterans does not distinguish among those on the eligible list who are in that class."

Thus the present situation is that there is no "absolute preference" of qualified veterans over qualified nonveterans. Nor is there any "absolute preference" as between two veterans on an eligible list, or as between two disabled veterans on an eligible list. For the reasons asserted by Dr. Hutcheson and summarized under point two above, we think the reasons for preferring a disabled veteran to other veterans are less compelling than the reasons for preferring veterans to nonveterans. We therefore have difficulty in articulating a rational ground for an "absolute preference" of disabled veterans over other veterans when there is no such preference for veterans over nonveterans.

The 1971 amendment (fn. 4 above), however, reduces the likelihood that the broad question of the validity of the "absolute preference" for disabled veterans will arise in the future. We therefore confine our decision to the facts before us, which dramatically highlight the adverse impact of the "absolute preference" on the efficient operation of the public service. The question here is not one of adding one more fireman to a fire department, but of appointing one of the commissioner's principal assistants, important enough to warrant a separate section of the General Laws to define his qualifications and duties. Compare Bingham v. Bach, 151 Colo. 332, 333-334; Carey v. Morton, 297 N. Y. 361, 367. The record sheds no light on the nature of Dr. Klebanoff's disability or on its tendency to increase his qualifications for the office, nor does it disclose why this is not a case of promotion, to which the preference would not apply. There are not dozens of qualified applicants, but two, and the effect of the statute is to deny to the commissioner any discretion as to who may be appointed. Compare Matter of Neubeck v. Bard, 275 N. Y. 43, 47-48. We think the operation of the statute in these circumstances is capricious and contrary to arts. 6 and 7 of the Declaration of Rights.

4. In view of the conclusion thus reached, it is unnecessary for us to pass on the effect of the Fourteenth Amendment to the Constitution of the United States, which seems to be less restrictive than our Declaration of Rights. Smith v. Director of Civil Serv. 324 Mass. 455, 461, and cases cited. See McGowan v. Maryland, 366 U. S. 420, 425-426; White v. Gates, 253 F. 2d 868, 869-870, cert. den. 356 U. S. 973; Wilczynski v. Harder, 323 F. Supp. 509, 520-521 (D. Conn.); Matter of Potts v. Kaplan, 264 N. Y. 110, 114; Matter of Bateman v. Marsh, 188 Misc. (N. Y.) 189, 195-198, affd. 271 App. Div. (N. Y.) 813, affd. 296 N. Y. 849.

5. A decree is to be entered (a) declaring that the absolute disabled veterans' preference provided by the last sentence of G. L. c. 31, s. 23, as appearing in St. 1954, c. 627, s. 5, in the circumstances of this case, is contrary to arts. 6 and 7 of the Declaration of Rights of the Constitution of Massachusetts, and (b) ordering the commissioner to appoint an assistant commissioner for children's services from the eligible list certified on May 19, 1971, without regard to the last sentence of G. L. c. 31, s. 23.

So ordered.

QUIRICO, J. (dissenting, with whom Reardon J. joins) I am unable to agree with the opinion of the Court. Part II, c. 1, s. 1, art. 4, of the Massachusetts Constitution gives to the Legislature "full Power and authority . . . to make, ordain, and establish, all manner of wholesome and reasonable orders, laws, statutes, and ordinances, directions and instructions, either with penalties or without, so as the same be not repugnant or contrary to this constitution, as they shall judge to be for the good and welfare of this Commonwealth, and for the government and ordering thereof, and of the subjects of the same, and for the necessary support and defence of the government thereof." The opinion of the court recognizes that we have heretofore held that this provision permits the Legislature to provide by statute that, in determining eligibility for appointment to positions in the civil service of the Commonwealth and its subdivisions, (a) veterans who pass a civil service examination may constitutionally be preferred over applicants who are not veterans (Opinion of the Justices, 166 Mass. 589, and Mayor of Lynn v. Commissioner of Civil Serv. 269 Mass. 410, 414); and (b) disabled veterans who are not otherwise physically disqualified and who pass a civil service examination may constitutionally be preferred over all other persons, including veterans who are not disabled (Smith v. Director of Civil Serv. 324 Mass. 455, 460-461). To that extent I agree.

Having gone that far the court then draws a line beyond which it says the Legislature may not go. It holds that the Legislature may not accord disabled veterans the "absolute preference" which it attempted to accord them by the following provision added to G. L. c. 31, s. 23, by St. 1922, c. 463: "A disabled veteran shall be appointed and employed in preference to all other persons, including veterans." The basic

holding of the court appears to be that arts. 6 and 7 of the Declaration of Rights require it to draw this impenetrable line, but before reaching that conclusion the opinion states that it is confined "to the facts before us, which dramatically highlight the adverse impact of the 'absolute preference' on the efficient operation of the public service." To the extent that the court's opinion is based on concern for the adverse impact of the absolute preference on the efficient operation of the public service, I do not believe that to be a proper matter for judicial review, if the statute is otherwise constitutional. To the extent that the opinion is based on a supposed constitutional barrier, I do not agree.

1. Before discussing the constitutionality of the absolute preference, I feel constrained to say that the facts before us do not "dramatically highlight the adverse impact" of this preference on the efficiency of the public service. The disabled veteran in this case is not entitled to appointment solely because of that status. He also passed the prescribed civil service examination. We do not have a disabled veteran who just barely attained the minimum passing grade and who would be preferred over another person who had a much higher passing grade. In this case the plaintiff's examination score was 97.30 per cent and that of the disabled veteran was 93 per cent, both very good scores. Whether the appointment of the person with the highest examination score is the best way to insure an efficient public service is a policy decision to be made by the Legislature, and it has decided otherwise. It has not in any situation required appointment of the person with the highest score. On the contrary it has expressly authorized the appointment of someone with a lower score. G. L. c. 31, s. 15, par. C, as amended. G. L. c. 31, s. 15G, inserted by St. 1967, c. 780, s. 15, and as amended by St. 1968, c. 652, s. 10. On this record it is not open to the court to decide that there was no rational basis for that decision of the Legislature. See *Mile Road Corp. v. Boston*, 345 Mass. 379, 382-383, app. dism. 373 U. S. 541.

2. I also think it appropriate to comment on several statements in the opinion which appear to have influenced the court's ultimate decision.

The opinion states that "[t]he record sheds no light on the nature of Dr. Klebanoff's disability or on its tendency to increase his qualifications for the office." The burden of presenting to this court a record showing a right to relief is on the plaintiff, and not on Dr. Klebanoff (the disabled veteran) who is not the party appealing in this case. There is no statutory or constitutional requirement that the disability of a veteran be shown to be one which will increase his qualifications for public service. General Laws c. 31, s. 23A, as amended through St. 1958, c. 69, s. 1, requires only that the veteran present "a certificate of any physician, approved by the director, that his disability is not such as to prevent the efficient performance of the duties of the position to which he is eligible." We must assume that Dr. Klebanoff has met this requirement from the fact that he has been certified as eligible for appointment.

The opinion states that the record does not "disclose why this is not a case of promotion, to which the [absolute] preference would not apply." *MacCarthy v. Director of Civil Serv.* 319 Mass. 124, 126. Again, the plaintiff has the burden of presenting a record showing a right to relief. Under the express allegations of his bill in equity, and under the terms of the "Statement of Agreed Facts" on which this case was submitted for decision, this is a case of an appointment and not a promotion.

The opinion also states that "the effect of the statute is to deny to the commissioner [of the Department of Mental Health] any discretion as to who may be appointed." Any requirement that there be "discretion as to who may be appointed" has been satisfied in this case by the fact that both the plaintiff and Dr. Klebanoff have been examined and found qualified by the civil service authorities. *Brown v. Russell*, 166 Mass. 14, 25. Opinion of the Justices, 166 Mass. 589, 595-596. The commissioner has no enforceable private right or interest in selecting the plaintiff rather than Dr. Klebanoff, and he represents no public right or interest which is in any way different or distinguishable from that of the Commonwealth. He therefore has no standing to complain that the Legislature has itself made the decision that the public interests will be best served by appointing a disabled veteran to the position in question. It is worth noting that the appointing authority is not entirely stripped of discretion to the extent of being compelled to appoint an incompetent or unsuitable person just because he is a disabled veteran who has passed a civil service examination. In *Commissioner of Metropolitan Dist. Comm. v. Director of Civil Serv.* 348 Mass. 184, 193, we held that "under s. 23 an appointing authority has the power and duty to protect the public interest in having only public officers and employees of good character and integrity and may refrain from appointing a disabled veteran in preference to others where there are reasonable grounds to regard that veteran's character or past conduct as rendering him unfit and unsuitable to perform the duties of office." See *Starr v. Board of Health of Clinton*, 356 Mass. 426, 429-431. There is nothing in the record to indicate anything about Dr. Klebanoff's character or past conduct rendering him unfit and unsuitable to perform the duties of the office in question.

3. After stating the facts of this case and tracing the history of our statutes on veterans' and disabled veterans' preferences, the opinion of the court concludes with the following statement: "We think the operation of the statute in these circumstances is capricious and contrary to arts. 6 and 7 of the Declaration of Rights." Clearly that statement is intended to apply only to that part of G. L. c. 31, s. 23,

providing that "A disabled veteran shall be appointed and employed in preference to all other persons, including veterans."

The court's attempt, by a careful choice of language, to limit the effect of its decision to "the circumstances of this case" was probably influenced by its observation that "[t]he 1971 amendment, . . . however, reduces the likelihood that the broad question of the validity of the 'absolute preference' for disabled veterans will arise in the future." I do not agree with this prediction. Despite the attempted limitation of the opinion to the facts of this case, the court is in effect deciding that the Legislature cannot constitutionally give disabled veterans passing civil service examinations a right to be appointed and employed in preference to all other persons. That issue is squarely raised in the case before us, and it does not turn on facts peculiar to this case. It is reasonable to expect that today's opinion will be followed by similar suits involving other recent situations in which an appointing authority received an eligible list with the instruction that he was required to appoint the sole disabled veteran listed thereon and he complied with the instruction. I am unable to understand how the court can then say that today's opinion will not be a binding precedent in such other cases. If the statute under consideration is unconstitutional, litigation seeking the displacement of persons now holding positions and their replacement by others cannot be prevented by any choice of words of limitation in today's opinion. See *Hayes v. Hurley*, 292 Mass. 109.

In its conclusion that the operation of the statute in question in the circumstances of this case "is capricious and contrary to arts. 6 and 7 of the Declaration of Rights," the court does not attempt to specify or discuss in detail the particular part of either article which the statute supposedly violates. I do not believe that it violates either article.

There can be no quarrel with the lofty and idealistic statement of art. 7 to the effect that: "Government is instituted for the common good; for the protection, safety, prosperity, and happiness of the people; and not for the profit, honor, or private interest of any one man, family, or class of men: Therefore the people alone have an incontestable, unalienable, and inalienable right to institute government; and to reform, alter, or totally change the same, when their protection, safety, prosperity and happiness require it." While art. 7 has been cited frequently in opinions relating to veterans' preferences, the only opinion which attempted to discuss its application to such a case was *Brown v. Russell*, 166 Mass. 14, 21. There the extent of the court's attention to art. 7 alone was the following: "This article is declarative of the ends of the institution of government. It may be said to be fairly within the intent of this article that public offices, which are the instrumentalities of government, ought not to be created or filled for the profit, honor, or private interest of any one man, family, or class of men, but only for the protection, safety, prosperity, and happiness of the people, and for the common good." That is little more than a restatement or paraphrase of art. 7 itself without further statement of any reason for holding that it prohibited the absolute veterans' preference then under consideration. It has ever since been commonplace to couple arts. 6 and 7 in questioning or discussing the constitutionality of veterans' preferences, citing *Brown v. Russell* as a judicial precedent for doing so. It is doubtful in my mind whether art. 7 has any bearing on veterans' preferences, but if it has, it should be taken as applying only to the statute which the court struck down in *Brown v. Russell*. That was a statute which compelled the appointment of veterans to public office in preference to all other persons, without the necessity of veterans taking any examination and without any other inquiry into their qualifications.

The remaining question is whether that part of s. 23 which requires that "A disabled veteran shall be appointed and employed in preference to all other persons, including veterans," violates art. 6 of the Declaration of Rights. Article 6 provides: "No man, nor corporation, or association of men, have any other title to obtain advantages, or particular and exclusive privileges, distinct from those of the community, than what arises from the consideration of services rendered to the public; and this title being in nature neither hereditary, nor transmissible to children, or descendants, or relations by blood, the idea of a man born a magistrate, lawgiver, or judge, is absurd and unnatural."

Article 6 has been cited in many opinions and decisions of this court dealing with the subject of veterans' preferences in public employment. However, the only case cited by the court in its present opinion, or by the briefs of the parties to this case, in which any statute giving such a preference has been held unconstitutional is that of *Brown v. Russell*, 166 Mass. 14. Although the court in that case seemed to rely heavily on art. 6, it did not hold that art. 6 precluded the granting of such preferences. On the contrary, it recognized that the Legislature could grant such preferences under certain circumstances. While the court expressed some reservations about granting them solely as a reward for past military service and indicated the necessity of basing the grant on the existence of some benefit or advantage to the public (pp. 24-25), that does not seem to have been the principal ground on which it struck down the statute then before it. It seems clear that the constitutional defect which the court found in that statute was its requirement (p. 25)

"that certain public offices and employments . . . shall be filled by veterans in preferment to all other persons, whether the veterans are or are not found or thought to be actually qualified to perform the duties of the offices and employments by some impartial and competent officer or board charged with some public duty in making the appointments."

Only five months after deciding the case of *Brown v. Russell*, supra, the same court, by a majority of its Justices, approved, as to constitutionality, several statutes which gave a preference in public employment to veterans found qualified to fill the positions to which they were appointed. Opinion of the Justices, 166 Mass. 589. That opinion, given in 1896, was the first in a progressive series of opinions and decisions upholding against constitutional attack every veterans' preference statute considered by the court. See Opinion of the Justices, 324 Mass. 736, 740-742, and cases cited. All of the statutes thus upheld included the basic requirement that the veteran being preferred be otherwise qualified to perform the duties of the office or position to which he was appointed. The portion of G. L. c. 31, s. 23, which the court is striking down as applied in this case likewise grants a preference only to veterans who pass the required civil service examination for the position involved.

The same factors which led this court, in Opinion of the Justices, 166 Mass. 589, and *Mayor of Lynn v. Commissioner of Civil Serv.* 269 Mass. 410, to decide that the Legislature could constitutionally grant veterans a preference over nonveterans were held in *Smith v. Director of Civil Serv.* 324 Mass. 455, to permit a preference for disabled veterans over all other persons, including veterans. It may well be argued that in deciding the latter case this court knew that as a consequence of its decision the appointing power receiving an eligible list including the name of one disabled veteran willing to accept appointment would be required to appoint that veteran, absent unusual facts such as those involved in *Commissioner of Metropolitan Dist. Comm. v. Director of Civil Serv.* 348 Mass. 184, and *Starr v. Board of Health of Clinton*, 356 Mass. 426, hereinbefore cited. That may not constitute a holding that the absolute disabled veterans' preference with which we now deal was constitutional, but it came very close to being such a holding. Assuming the *Smith* case did not decide the question now before this court, in my opinion the same reasoning which the court applied in that case requires us now to hold that the statute requiring Dr. Klebanoff to be appointed because he is a disabled veteran is constitutional.

We are no longer concerned with the question whether the Legislature may, in connection with public employment, grant preference to veterans over nonveterans, or grant preference to disabled veterans over all other persons, including veterans. That power has been recognized in a number of decisions by this court, and it is recognized in the present opinion of the court. Inherent in that power is the power to determine the nature and extent of such preferences. The Legislature has decided that disabled veterans "shall be appointed and employed in preference to all other persons, including veterans." G. L. c. 31, s. 23, as amended. That legislation is entitled to a presumption of constitutionality. "The presumption of constitutionality must prevail in the absence of some factual foundation specifically set forth in the record for overthrowing the statute." *Commonwealth v. Leis*, 355 Mass. 189, concurring opinion, p. 200, and cases cited. *Mile Road Corp. v. Boston*, 345 Mass. 379, 382-383, app. dism. 373 U. S. 541. There is no such foundation in this record. We must be ever mindful that "[j]udicial inquiry does not extend to the expediency, wisdom or necessity of the legislative judgment for that is a function that rests entirely with the law-making department." *Slome v. Chief of Police of Fitchburg*, 304 Mass. 187, 189, and cases cited. We must be even more mindful of the admonition in Opinion of the Justices, 166 Mass. 589, 595, that "Of the wisdom of such legislation [granting veterans' preferences in public employment] we are not made the judges." Without attempting to judge the wisdom of that part of G. L. c. 31, s. 23, which provides that "A disabled veteran shall be appointed and employed in preference to all other persons, including veterans," it is my opinion that the Legislature was constitutionally authorized and empowered to enact it.

Joel Z. Eigerman for the plaintiff.

Terence P. O'Malley, Assistant Attorney General (Walter H. Mayo, III, Assistant Attorney General, with him), for the Director of Civil Service & another.

OPINIONS OF THE SUPREME JUDICIAL COURT

SAMUEL M. LOPIANO vs. CIVIL SERVICE COMMISSION
& others.

Essex. January 6, 1972. - February 7, 1972

Present: Cutter, Quirico, Braucher, & Hennessey, JJ.

Civil Service

Case heard in the Superior Court by Thompson, J., on demurrer.

Braucher, J. This is a petition for a writ of certiorari brought against the Civil Service Commission (the commission) to quash a decision establishing an eligible list for promotion to police captain in the city of Lawrence. The petitioner, a police lieutenant in the city, appeals from an order of a judge of the Superior Court sustaining a demurrer to the petition without leave to amend. Counsel for the two police officers whose names appear at the top of the eligible list established by the commission filed a helpful brief and participated in the argument as a friend of the court.

We summarize the facts stated in the petition. On March 6, 1970, the director of the commission issued a poster advertising a competitive examination for the position of police captain in the Lawrence police department, open to "Police Lieutenants and Police Sergeants." Applications were to be received not later than April 6; the examination was to be held on April 25, 1970. Four lieutenants, including the petitioner, were eligible to take the examination. Three lieutenants, including the petitioner, and four sergeants took it. After the grades had been reviewed and revised by the director, the petitioner was fifth on a list of six. The petitioner appealed to the commission on his marks and on the propriety of opening the examination to sergeants when four lieutenants were eligible to take it. The appeal was denied on both grounds.

The applicable statute is G. L. c. 31, s. 20, as appearing in St. 1969, c. 196. We quote the provisions governing this case: "No promotional examination shall be held for fewer than four examinees unless the examination is open to all the lower grades under provisions of this section. Eligibility for entrance to a promotional examination for any grade of service shall be limited to permanent employees in the next lower grade, but if the number of persons in such lower grade applying, or if the number of applicants presenting themselves for examination, is not sufficient to hold an examination, the examination shall be thrown open to the next lower grades in succession until at least the necessary number of persons have applied and have presented themselves for examination."

The petitioner contends that the examination could not be opened to sergeants until there was an official determination that less than all of the four eligible lieutenants would apply, that the poster was therefore improper, since it anticipated that less than four lieutenants might apply, and that it may have deterred one of the lieutenants from applying. The proper procedure, he argues, would be to advertise the examination for lieutenants only; if less than four applied, it could then be rescheduled.

We think the procedure proposed by the petitioner would be unduly cumbersome and is not required by the statute. The form of the poster is not prescribed by the statute, and the director may properly make sensible advance arrangements to deal with the contingencies which may arise at the critical times under the statute: when the time for receiving applications expires and when applicants present themselves for examination. See G. L. c. 31, s. 2A (d), as amended through St. 1968, c. 469; *Younie v. Director of Div. of Unemployment Compensation*, 306 Mass. 567, 571-572; *Sholook v. Civil Serv. Comm.* 348 Mass. 96, 99-100. In fact only three lieutenants applied and only three presented themselves for examination. The examination was therefore properly thrown open to the next lower grade of sergeant; and

since at least four lieutenants and sergeants applied and presented themselves for examination the requirements of the statute were met.

Order affirmed.

Salvatore J. Basile (Stephen F. LoPiano, Jr., with him) for the petitioner.
Charles M. Furcolo, Deputy Assistant Attorney General (Walter H. Mayo, III, Assistant Attorney General, with him), for the respondents.
Max Nicholson for Joseph Tylus & another, amici curiae.

EXTENSIONS OF CIVIL SERVICE

<u>Service</u>	<u>Statute Accepted</u>	<u>Number Affected</u>
State Natural Resources Tree Climbers	C. 627, Acts of 1971	11
Attleboro	G. L., c. 31, s. 4	3
Westfield Police Matron		1
Charlton	G. L., 31, s. 48	9
Plainville		11
Wayland Regular or permanent members of Police Force		26
Hanover	G. L., c. 31, s. 4	1
Holliston		1
Ipswich		1
North Reading		1
Pembroke		1
Seekonk		1
Westford		1
Weston Sealer of Weights and Measures		1
Andover Employees of Spring Grove Cemetery	C. 1085, Acts of 1971	3
Attleboro Chief of Police	G. L., c. 31, s. 48	1
Chicopee Incumbent only of position of Administrative Secretary to the Mayor	C. 425, Acts of 1971	1
Haverhill Director of Civil Defense	Acceptance of Paragraph 4A of Executive Order	1
North Andover Building Inspector	G. L., c. 31, s. 49A	1
Quincy Police Dog Officer	C. 1042, Acts of 1971	1
Randolph Engineering Incumbents only. Position of Assistant Town Engineer	C. 626, Acts of 1971	1
Office Engineer	C. 628, Acts of 1971	1
Field Engineer	C. 629, Acts of 1971	1
Randolph Sewer Incumbent of position of Sewer Foreman	C. 627, Acts of 1971	1

EXTENSIONS OF CIVIL SERVICE

<u>Service</u>	<u>Statute Accepted</u>	<u>Number Affected</u>
Somerville Director of Civil Defense	Acceptance of Paragraph 4A of Executive Order #42 by the Board of Aldermen	1
Stoneham Town Hall Town Hall Custodian and Assistant Town Hall Custodian	C. 422, Acts of 1971	2
The total number of persons taken under civil service by the preceding extensions:-		84

TEN YEAR COMPARATIVE TABLE

<u>Year</u>	
1972	84
1971	148
1970	75
1969	115
1968	45
1967	192
1966	301
1965	437
1964	102
1963	727

REVOCATIONS OF CIVIL SERVICE

<u>Service</u>	<u>Statute</u>
Medford Office of Assessor	St. 1972, Chapter 244 May 11, 1972 An Act removing from the Civil Service Law that office of Assessor in the City of Medford which was placed within the Classified Civil Service by vote of said city on November 6, 1945. (72-9409)
Waltham Assistant City Clerk	St. 1971, Chapter 104 March 22, 1971 An Act repealing the law placing the office of Assistant City Clerk of the City of Waltham under Civil Service and providing that a member of the City Council of said city may be elected as Assistant City Clerk.

STATISTICS

NON-COMPETITIVE OR QUALIFYING EXAMINATIONS AUTHORIZED

1.	Promotional qualifying examinations were authorized under General Laws, Chapter 31, section 15, paragraph A.	
	The persons for whom such examinations were authorized were the oldest, second oldest or third oldest employees in length of service who had been employed in the next lower grade at least three years. (The average length of service of these persons was fourteen years, six months, at the date of authorization.)	247
2.	Other qualifying examinations under Chapter 31:	
	Under Section 47A	
	Offices and positions placed under civil service by statute.	39
	Under Section 48	
	Chiefs of police or fire departments placed under civil service by vote of the municipality and the incumbents subjected to qualifying examinations.	-
3.	Qualifying examinations under special legislation.	
	Positions placed under civil service by statutes which provided that the incumbents be given such examinations.	7
4.	Veterans' promotional qualifying examinations in accordance with Chapter 708, Acts of 1941, as amended.	<u>2</u>
		295

PRACTICAL TESTS

LABOR SERVICE

<u>Test</u>	<u>Service</u>	<u>Passed</u>	<u>Failed</u>
Lifeguard	Statewide	407	111
Heavy Motor Equipment Operator and Laborer (Library)	Boston Public Library	4	1
Lineman	Belmont Municipal Light	3	-
Sign Painter	Gloucester Public Works	1	-
Motor Equipment Operator	Peabody Public Works	8	-
Heavy Motor Equipment Operator			
Special Heavy Motor Equipment Operator and Public Works Laborer			
Totals		423	112

SUMMARY OF OFFICIAL SERVICE EXAMINATIONS

SERVICE	NUMBER OF EXAMINATIONS HELD					NUMBER NOTIFIED	NUMBER EXAMINED		
	Entrance		Promotion		Total		Males	Females	Total
	Comp.	Non-Comp.	Comp.	Qual.					
STATEWIDE	14	-	-	-	14	24,189	4,813	10,964	15,777
STATE	433	-	465	70	968	28,883	10,754	7,421	18,175
BOSTON	105	-	149	22	276	2,601	1,300	789	2,089
OTHER CITIES AND TOWNS	477	47	372	156	1,052	5,370	3,542	856	4,398
TOTALS	1,029	47	986	248	2,310	61,043	20,409	20,030	40,439

TEN YEAR COMPARATIVE TABLE

1972	1,029	47	986	248	2,310	61,043	20,409	20,030	40,439
1971	951	56	811	288	2,106	63,419	24,897	19,069	43,966
1970	757	93	832	222	1,904	39,365	14,751	14,038	28,789
1969	629	15	642	332	1,618	36,012	15,010	11,733	26,743
1968	870	72	960	361	2,263	42,502	17,939	13,986	31,925
1967	755	131	712	355	1,953	36,690	13,598	14,762	28,360
1966	800	243	885	272	2,200	40,322	19,144	12,364	31,508
1965	759	226	716	355	2,056	45,485	19,108	15,796	34,904
1964	852	502	697	454	2,505	42,207	18,976	13,809	32,785
1963	826	164	644	395	2,029	47,303	22,117	14,830	36,947

SUMMARY OF OFFICIAL SERVICE - TEN YEAR COMPARATIVE TABLE

YEAR	NUMBER PASSING EXAMINATIONS							TOTAL
	MALES			FEMALES				
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	
1972	247	4,162	4,665	3	91	2	8,089	17,259
1971	188	3,886	3,013	3	146	6	9,062	16,304
1970	113	3,289	2,386	2	107	8	6,698	12,603
1969	284	4,063	2,202	1	94	-	6,186	12,830
1968	265	3,501	2,434	7	134	6	7,609	13,956
1967	309	3,957	3,362	3	165	2	8,476	16,274
1966	400	3,415	2,651	6	165	2	8,777	15,416
1965	335	3,411	3,531	5	148	2	9,825	17,257
1964	492	3,868	3,693	9	139	3	9,025	17,229
1963	369	4,011	2,467	7	100	4	4,249	11,207

NUMBER OF PHYSICAL EXAMINATIONS

	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>TOTAL</u>
Number Examined	7,957	4,694	12,651
Number Passed	7,177	4,539	11,716

TEN YEAR COMPARATIVE TABLE

<u>YEAR</u>	<u>NUMBER EXAMINED</u>	<u>NUMBER PASSED</u>
1972	12,651	11,716
1971	11,759	10,807
1970	10,766	8,985
1969	8,538	7,154
1968	10,427	8,493
1967	12,467	9,927
1966	12,153	9,950
1965	13,061	11,051
1964	13,771	12,019
1963	11,791	10,271

NUMBER OF APPLICATIONS FILED

	<u>OFFICIAL SERVICE</u>	<u>OPEN CONTINUOUS</u>	<u>LABOR SERVICE</u>	<u>TOTAL</u>
State	23,983	23,576	5,310	52,869
Boston	4,257	4,835	1,633	10,725
Other Cities and Towns	10,469	18,444	13,056	41,969
	—	—	—	—
Totals	38,709	46,855	19,999	105,563

TEN YEAR COMPARATIVE TABLE

<u>YEAR</u>				
1972	38,709	46,855	19,999	105,563
1971	36,904	46,525	19,924	103,353
1970	26,147	31,737	15,085	72,969
1969	22,178	24,716	12,160	59,054
1968	51,332		11,935	63,267
1967	44,244		12,306	56,550
1966	50,047		11,748	61,795
1965	52,341		15,101	67,442
1964	52,185		18,654	70,839
1963	52,695		18,452	71,147

NUMBER OF APPLICATIONS CANCELLED BECAUSE OF

POLICE OR COURT RECORD

State	84	410	494
Boston	17	249	266
Other Cities and Towns	64	780	844
	—	—	—
Totals	165	1,439	1,604

ELIGIBLE LISTS ESTABLISHED

SERVICE	NUMBER OF LISTS ESTABLISHED			NUMBER EXAMINED			NUMBER PASSED									NUMBER FAILED
							MALES			FEMALES						
	ENTRANCE	PROMOTION	TOTALS	MALES*	FEMALES*	TOTALS	DISABLED VETERANS	VETERANS	NON- VETERANS	DISABLED VETERANS	VETERANS	GOLD STAR	NON- VETERANS	TOTALS		
OPEN CONTINUOUS	19	-	19	-	-	17,564	90	925	2,379	-	6	1	4,345	7,746	9,818	
STATE- WIDE	3	-	3	-	-	1,217	1	54	428	-	-	-	19	502	715	
STATE	371	376	747	-	-	14,536	116	1,473	1,190	1	64	1	3,021	5,866	8,670	
BOSTON	80	111	191	-	-	1,658	7	278	122	1	5	-	305	718	940	
OTHER CITIES & TOWNS	361	332	693	-	-	4,163	30	1,361	422	1	15	-	384	2,213	1,950	
UNASSEMBLED	32	8	40	-	-	318	3	71	124	-	1	-	15	214	104	
TOTALS	866	827	1,693	-	-	39,456	247	4,162	4,665	3	91	2	8,089	17,259	22,197	

TEN YEAR COMPARATIVE TABLE

1972	866	827	1,693	-	-	39,456	247	4,162	4,665	3	91	2	8,089	17,259	22,197	
1971	914	835	1,749	-	-	35,475	188	3,886	3,013	3	146	6	9,062	16,304	19,171	
1970	586	675	1,261	-	-	27,422	113	3,289	2,385	2	107	8	6,698	12,602	14,820	
1969	766	862	1,628	17,908	11,009	28,917	284	4,127	2,221	1	98	-	6,262	12,993	15,924	
1968	820	755	1,575	14,691	12,704	27,395	265	3,501	2,434	7	134	6	7,609	13,956	13,439	
1967	781	798	1,579	17,431	14,612	32,043	309	3,957	3,362	3	165	2	8,476	16,274	15,769	
1966	792	749	1,541	16,158	14,737	30,895	400	3,415	2,651	6	165	2	8,777	15,416	15,479	
1965	717	634	1,351	20,092	17,178	37,270	335	3,411	3,531	5	148	2	9,825	17,257	20,013	
1964	866	686	1,552	18,623	13,530	32,153	492	3,868	3,693	9	139	3	9,025	17,229	14,924	
1963	729	563	1,292	18,898	8,106	26,914	369	4,011	2,467	7	100	4	4,249	11,207	15,707	

*Discontinued - statistics no longer necessary because of discrimination law.

NUMBER APPOINTED OR PROMOTED FROM ELIGIBLE LISTS

SERVICE	PERMANENT								TOTALS	TEMPORARY								PROMOTIONS	GRAND TOTALS
	MALES			FEMALES						MALES			FEMALES						
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Non-Veterans	Gold Star	Disabled Veterans		Veterans	Non-Veterans	Disabled Veterans	Veterans	Non-Veterans	Gold Star	TOTALS			
OFFICIAL SERVICE																			
STATE	83	519	444	3	12	1,150	4	2,215	40	431	799	11	22	1,243	1	2,547	1,936	6,698	
BOSTON	45	183	191	-	3	526	-	948	3	29	61	-	1	131	-	225	390	1,563	
OTHER CITIES & TOWNS	86	1,052	721	6	13	616	5	2,499	2	43	87	2	4	260	-	398	819	3,716	
TOTALS	214	1,754	1,356	9	28	2,292	9	5,662	45	503	947	13	27	1,634	1	3,170	3,145	11,977	
TEN YEAR COMPARATIVE TABLE																			
1972	214	1,754	1,356	9	28	2,292	9	5,662	45	503	947	13	27	1,634	1	3,170	3,145	11,977	
1971	155	1,353	1,255	22	26	2,005	6	4,822	54	407	649	22	19	1,620	2	2,773	3,993	11,588	
1970	133	1,376	1,221	31	26	2,009	7	4,803	54	503	583	27	11	1,601	3	2,782	3,907	11,492	
1969	181	1,297	1,290	16	25	1,867	7	4,683	93	406	760	16	15	1,624	2	2,916	4,226	11,825	
1968	289	1,425	1,395	3	54	2,934	3	6,103	134	786	1,183	4	36	2,388	2	4,533	3,689	14,325	
1967	218	1,000	1,200	2	23	1,716	2	4,161	58	366	479	2	14	1,380	1	2,300	3,088	9,549	
1966	191	817	1,146	4	16	1,662	1	3,837	116	620	677	1	22	1,716	-	3,152	2,798	9,787	
1965	240	825	1,101	7	18	1,665	3	3,859	123	590	753	3	10	1,285	-	2,764	2,614	9,237	
1964	401	1,248	1,224	2	27	1,623	2	4,527	139	720	752	1	18	1,331	1	2,962	3,163	10,652	
1963	215	1,013	839	1	29	1,553	2	3,652	180	589	691	-	13	1,545	-	3,018	2,737	9,407	
LABOR SERVICE																			
STATE	*	196	47	*	-	1	1	245	*	261	531	*	3	121	-	916	367	1,528	
BOSTON	*	109	165	*	-	66	4	344	*	23	87	*	-	26	1	137	449	930	
OTHER CITIES & TOWNS	*	420	238	*	1	612	9	1,280	*	873	1,152	*	16	688	7	2,736	1,241	5,257	
TOTALS	*	725	450	*	1	679	14	1,869	*	1,157	1,770	*	19	835	8	3,789	2,057	7,715	
TEN YEAR COMPARATIVE TABLE																			
1972	*	725	450	*	1	679	14	1,869	*	1,157	1,770	*	19	835	8	3,789	2,057	7,715	
1971	*	622	463	*	-	513	-	1,598	*	886	1,925	*	20	587	10	3,428	2,279	7,305	
1970	*	649	698	*	3	771	2	2,123	*	1,356	3,910	*	33	847	171	6,317	2,047	10,487	
1969	*	659	526	*	8	421	28	1,642	*	786	2,529	*	29	541	121	4,006	1,978	7,626	
1968	*	582	519	*	10	843	6	1,960	*	1,095	2,279	*	27	756	30	4,187	1,869	8,016	
1967	*	627	505	*	14	476	2	1,624	*	1,487	3,254	*	20	973	6	5,740	1,941	9,305	
1966	*	589	450	*	11	697	2	1,749	*	1,747	2,146	*	21	1,037	4	4,955	1,582	8,286	
1965	*	831	494	*	5	741	1	2,072	*	1,948	2,146	*	9	1,212	8	5,323	1,584	8,979	
1964	*	777	357	*	9	782	-	1,925	*	2,540	2,236	*	17	1,064	2	5,859	1,806	9,590	
1963	*	750	403	*	3	441	-	1,597	*	2,176	1,944	*	7	911	12	5,050	1,954	8,601	
GRAND TOTALS	214	2,479	1,806	9	29	2,971	23	7,531	45	1,660	2,717	13	46	2,469	9	6,959	5,202	19,692	

*Disabled Veterans' Preference does not apply to Labor Service

NUMBER OF REQUISITIONS RECEIVED

	<u>OFFICIAL SERVICE</u>			<u>LABOR SERVICE</u>			<u>Grand Total</u>
	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>	
State	4,928	6,902	11,830	619	1,512	2,131	13,961
Boston	1,648	1,193	2,841	582	498	1,080	3,921
Other Cities and Towns	5,896	6,534	12,430	2,699	4,307	7,006	19,436
Totals	12,472	14,629	27,101	3,900	6,317	10,217	37,318

NUMBER OF PERSONS CERTIFIED

State	113,551	132,920	246,471	10,665	12,381	23,046	269,517
Boston	5,871	1,294	7,165	10,216	1,976	12,192	19,357
Other Cities and Towns	16,852	5,487	22,339	17,381	28,610	45,991	68,330
Totals	136,274	139,701	275,975	38,262	42,967	81,229	357,204

NUMBER OF POSITIONS FILLED PROVISIONALLY

	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>TOTAL</u>
State	791	28	819
Boston	389	173	562
Other Cities and Towns	1,290	243	1,533
	<hr/>	<hr/>	<hr/>
Totals	2,470	444	2,914

NUMBER OF TRANSFERS

State	109	13	122
Boston	24	27	51
Other Cities and Towns	43	41	84
	<hr/>	<hr/>	<hr/>
Totals	176	81	257

NUMBER OF REQUISITIONS CANCELLED

State	311	74	385
Boston	5	18	23
Other Cities and Towns	155	36	191
	<hr/>	<hr/>	<hr/>
Totals	471	128	599

SEPARATIONS FROM SERVICE

<u>Use of Separation</u>	<u>State</u>	<u>Boston</u>	<u>Other Cities and Towns</u>	<u>Total</u>
Resignation	575	318	1,336	2,229
Death	116	96	331	543
Retirement	522	353	1,379	2,254
Position Abolished	-	-	7	7
Discharged - Probationary Period	24	25	40	89
Military Service	4	5	19	28
Sickness	176	222	80	478
Lack of Work or Funds	1	-	26	27
Discharged for Cause	51	65	217	333
Leave of Absence	255	51	270	576
Totals	1,724	1,135	3,705	6,564

TEN YEAR COMPARATIVE TABLE

	<u>1972</u>	<u>1971</u>	<u>1970</u>	<u>1969</u>	<u>1968</u>	<u>1967</u>	<u>1966</u>	<u>*1965</u>	<u>1964</u>	<u>1963</u>
Resignation	2,229	2,225	2,446	2,652	2,438	2,937	2,125	1,807	1,985	1,848
Death	543	576	541	502	406	569	442	536	584	465
Retirement	2,254	1,918	1,707	1,706	1,448	1,949	1,501	1,690	1,738	1,576
Position Abolished	7	13	14	11	3	9	8	89	39	56
Discharged - Probationary Period	89	101	58	64	49	90	78	89	51	92
Military Service	28	49	44	60	64	62	37	40	42	54
Sickness	478	456	431	550	446	569	515	799	679	660
Lack of Work or Funds	27	5	8	41	32	89	12	55	72	191
Discharged for Cause	333	294	258	259	184	248	168	221	173	261
Leave of Absence	576	581	648	862	657	907	596	795	478	629
Totals	6,564	6,218	6,155	6,707	5,727	7,429	5,482	6,121	5,841	5,832

REINSTATEMENTS

	<u>State</u>	<u>Boston</u>	<u>Other Cities and Towns</u>	<u>Total</u>
Resignation	25	22	96	143
Retirement	1	-	5	6
Position Abolished	-	-	1	1
Military Service	8	8	27	43
Sickness	126	159	99	384
Lack of Work or Funds	1	-	32	33
Discharged for Cause	34	43	191	268
Leave of Absence	318	32	94	444
Totals	513	264	545	1,322

TEN YEAR COMPARATIVE TABLE

	<u>1972</u>	<u>1971</u>	<u>1970</u>	<u>1969</u>	<u>1968</u>	<u>1967</u>	<u>1966</u>	<u>*1965</u>	<u>1964</u>	<u>1963</u>
Resignation	143	206	166	194	172	151	122	124	119	128
Retirement	6	4	-	5	1	2	-	2	1	1
Position Abolished	1	3	-	-	-	-	-	86	5	10
Military Service	43	77	60	59	52	40	26	46	36	58
Sickness	384	405	398	554	409	443	413	686	574	472
Lack of Work or Funds	33	21	14	52	44	44	55	41	66	112
Discharged for Cause	268	253	178	198	171	170	137	143	136	158
Leave of Absence	444	384	271	429	355	512	336	269	258	266
Totals	1,322	1,353	1,087	1,491	1,204	1,369	1,089	1,397	1,195	1,205

*Estimated figures for twelve-month period.

NUMBER OF PERSONS ON MILITARY LEAVE

STATE	300
BOSTON	160
OTHER CITIES AND TOWNS	494
	<hr/>
TOTAL	954

NUMBER OF PERSONS REINSTATED AFTER MILITARY LEAVE

STATE	8
BOSTON	8
OTHER CITIES AND TOWNS	27
	<hr/>
TOTAL	43

NUMBER OF CASES WHERE RIGHTS OF PERSONS IN MILITARY SERVICE WERE PREJUDICED BY SUCH SERVICE AND CORRECTED BY THE DIRECTOR WITH THE APPROVAL OF THE GOVERNOR AND COUNCIL UNDER CHAPTER 708, ACTS OF 1941, AS AMENDED:

2

NUMBER OF PIECES OF INCOMING MAIL: 918,929

NUMBER OF PIECES OF OUTGOING MAIL: 646,925

NUMBER OF PERSONS APPEARING AT INFORMATION DESKS

OFFICIAL SERVICE

LABOR SERVICE

TOTAL

121,619

49,446

171,065

APPEALS TO DIRECTOR FROM MARK IN WRITTEN EXAMINATIONS

Number of Questions Appealed:

Granted	167
Denied	2,532

Marking of Training and Experience:

Granted	58
Denied	342

CASES APPEALED TO THE CIVIL SERVICE COMMISSION

Actions of the Director

Marking of Questions:

Granted	353
Denied	1,118

Marking of Training and Experience:

Granted	36
Denied	126

Ineligible in Experience:

Accepted as eligible	127
Denied	69

Cancellation of Applications due to violations of law:

Accepted for service	335
Denied	40

Refusal to reinstate after second suspension:

Reinstatements granted	2
Reinstatements denied	4

Refusal to restore name to eligible list:

Accepted as eligible	13
Denied	2

Practical Tests:

Reexaminations granted	14
Reexaminations denied	-

Total Hearings of the Commission on all matters:

By Members of the Commission	1,628
By Hearings Officers designated under G. L., C. 31, s. 43 (b)	202

Disciplinary actions appealed under G. L., C. 31, ss. 43, 46A:

<u>Jurisdiction</u>	<u>Sustained</u>	<u>Sustained but Penalty Modified</u>	<u>Reversed, No Just Cause</u>	<u>Reversed Procedural Defects</u>	<u>Withdrawn or Dismissed</u>
State	8	1	1	4	1
Institutions	6	2	4	2	3
Municipal	66	23	11	5	15

NUMBER OF HEARINGS HELD BY DIRECTOR OR REPRESENTATIVE	6,115
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NUMBER OF PERSONS APPEARING AT DIRECTOR'S OFFICE	42,767
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NUMBER OF PAPERS EXAMINED BY APPLICANTS	6,332
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NUMBER OF PAPERS EXAMINED BY PERSONS OTHER THAN APPLICANTS	126
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NUMBER OF PAPERS EXAMINED BY APPOINTING AUTHORITIES OR BY THEIR AUTHORIZED AGENTS	32
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NUMBER OF PAPERS SENT TO CIVIL SERVICE REPRESENTATIVES UPON REQUEST OF APPLICANTS	1,254
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APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
<u>COMMONWEALTH</u>	1,245	1,662	50	67	200	320	38	5	54	88	415	146	213	259	245	916	2,460	3,463	5,923
<u>BOSTON</u>	600	185	1	-	21	4	120	1	2	1	49	24	155	10	344	137	1,292	362	1,654
<u>OTHER CITIES</u>																			
Attleboro	5	-	-	-	-	-	5	-	-	-	3	-	11	2	6	-	30	2	32
Beverly	7	-	-	-	1	-	1	-	-	-	-	-	17	-	9	36	35	36	71
Brockton	14	1	-	-	17	1	95	-	-	19	3	-	26	-	98	133	253	154	407
Cambridge	24	-	1	-	6	-	24	-	1	56	8	-	14	1	41	110	119	167	286
Chelsea	5	-	-	-	3	-	2	-	-	-	10	-	14	-	8	6	42	6	48
Chicopee	6	4	-	-	2	-	6	-	-	3	-	-	21	-	21	72	56	79	135
Everett	5	-	-	-	2	-	7	6	2	-	3	-	3	-	16	65	38	71	109
Fall River	21	3	-	-	2	-	6	-	-	-	1	-	30	-	30	72	90	75	165
Fitchburg	7	1	-	-	-	1	1	-	-	-	1	-	6	1	44	25	59	28	87
Gardner	3	-	-	-	-	-	-	-	-	-	-	-	5	-	19	15	27	15	42
Gloucester	3	-	-	-	-	-	8	-	-	-	8	-	27	-	41	14	87	14	101
Haverhill	6	2	-	-	1	-	10	1	-	2	1	-	18	1	20	25	56	31	87
Holyoke	10	-	-	-	1	-	8	-	-	-	-	-	7	-	12	15	38	15	53
Lawrence	9	3	1	-	1	-	3	-	-	-	4	1	45	-	38	145	101	149	250
Leominster	4	-	-	-	1	-	-	-	-	-	-	-	10	-	7	21	22	21	43
Lowell	8	1	-	-	3	-	8	3	1	30	-	-	13	-	18	57	51	91	142

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agriculture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TO TALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
OTHER CITIES (Continued)																			
Lynn	10	8	-	-	2	-	26	-	1	-	3	-	20	-	53	139	115	147	262
Malden	8	-	-	-	6	-	3	-	-	-	1	2	9	5	-	46	27	53	80
Marlborough	2	-	1	-	1	-	-	-	-	-	2	-	3	-	9	-	18	-	18
Medford	4	4	-	-	4	-	24	-	-	-	8	-	13	-	13	112	66	116	182
Melrose	11	-	1	-	-	-	3	-	-	-	3	-	9	-	9	38	36	38	74
New Bedford	25	4	1	-	4	1	13	-	-	-	3	-	41	-	27	60	114	65	179
Newburyport	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	2	-	2
Newton	45	6	-	-	5	-	8	-	1	5	1	-	42	-	5	163	107	174	281
North Adams	1	-	-	-	-	-	2	-	-	-	3	-	11	-	10	28	27	28	55
Northampton	4	-	-	-	-	-	7	-	1	-	1	-	2	-	9	51	24	51	75
Peabody	11	-	-	-	5	-	18	-	-	-	2	3	15	6	70	32	121	41	162
Pittsfield	4	-	1	-	2	-	13	-	-	-	-	1	8	-	8	5	36	6	42
Quincy	26	7	1	-	3	1	19	-	1	-	5	3	55	5	40	11	150	27	177
Revere	-	2	-	-	-	-	3	-	-	-	-	6	18	-	4	11	25	19	44
Salem	2	6	-	-	5	-	5	-	-	-	3	-	11	-	16	18	42	24	66
Somerville	6	8	-	-	1	-	-	-	-	-	13	-	8	-	12	79	40	87	127
Springfield	29	16	-	-	16	2	3	1	-	-	14	33	25	2	118	132	205	186	391
Taunton	3	1	-	-	4	-	10	-	-	-	1	-	17	-	15	3	50	4	54
Waltham	8	-	-	-	-	-	7	-	-	-	-	-	47	-	31	38	93	38	131
Westfield	6	6	-	-	1	-	3	-	-	1	1	-	11	1	39	45	61	53	114
Woburn	7	-	-	-	-	-	-	-	-	-	1	-	36	-	1	4	45	4	49
Worcester	35	8	-	-	6	-	5	-	-	-	7	31	58	4	35	228	146	271	417

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agriculture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
<u>TOWNS</u>																			
Acushnet	3	-	-	-	-	-	-	-	-	-	-	-	10	-	1	4	14	4	18
Adams	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	1
Agawan	-	-	-	-	-	-	6	-	-	-	-	-	2	1	-	19	17	20	37
Amesbury	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	4	-	4
Andover	-	-	-	-	-	-	-	-	-	-	7	-	8	-	1	-	16	-	16
Arlington	20	1	-	-	1	-	3	1	-	-	1	-	13	-	35	48	73	50	123
Ashland	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Auburn	-	-	-	-	-	-	3	-	-	-	-	-	3	-	-	-	6	-	6
Avon	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Barnstable	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Bedford	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Bellingham	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
Belmont	-	-	-	-	-	-	-	-	-	-	-	-	15	-	2	18	17	18	35
Billerica	8	-	-	-	1	-	16	-	-	-	2	-	18	-	1	10	46	10	56
Blackstone	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Bourne	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Braintree	-	-	-	-	-	-	14	-	-	-	-	-	1	-	27	44	42	44	86
Bridgewater	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Brookline	12	3	-	-	7	2	8	-	2	34	-	-	16	-	26	187	71	226	297
Burlington	5	-	-	-	1	-	12	-	-	-	1	-	8	-	11	2	38	2	40
Canton	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	8	-	8
Carver	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Chelmsford	-	-	-	-	-	-	-	-	-	-	-	-	15	-	-	-	15	-	15
Clinton	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
Cohasset	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
TOWNS (Continued)																			
Danvers	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	5	-	5
Dartmouth	-	-	-	-	-	-	6	-	-	-	-	-	6	-	3	8	15	8	23
Dedham	-	-	-	-	-	-	1	-	-	-	5	-	5	-	1	20	12	20	32
Dracut	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
Dudley	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
East Bridgewater	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
East Longmeadow	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Easthampton	-	-	-	-	1	-	-	-	-	-	-	-	4	-	-	-	5	-	5
Fairhaven	2	1	-	-	-	-	1	-	-	-	1	-	8	-	9	4	21	5	26
Falmouth	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	5	-	5
Foxborough	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Franklin	1	-	-	-	2	-	7	-	-	-	4	-	7	-	-	3	21	3	24
Great Barrington	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Greenfield	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-	2
Halifax	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Hanover	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Hingham	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	8	-	8
Holbrook	-	-	-	-	1	-	-	-	-	-	-	-	2	2	-	-	3	2	5
Holden	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	5	-	5
Hopkinton	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
Hudson	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	5	-	5
Hull	-	-	-	-	-	-	5	-	-	-	-	-	2	3	19	-	26	3	29
Ipswich	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
Kingston	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1

[illegible]

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
TOWNS (Continued)																			
North Reading	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7	2	7	9
Northbridge	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
Norwood	2	4	-	-	1	-	13	-	5	-	1	-	2	-	3	48	27	52	79
Oxford	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Palmer	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Pembroke	1	-	-	-	-	-	-	-	-	-	-	-	6	1	-	-	7	1	8
Pepperell	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	2	-	2
Plymouth	-	-	-	-	2	-	-	-	-	-	-	-	5	-	-	-	7	-	7
Provincetown	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	4	-	4
Randolph	1	-	-	-	-	-	4	-	-	-	-	-	3	2	13	3	21	5	26
Raynham	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	2	-	2
Reading	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	4	-	4
Rockland	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Rockport	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Salisbury	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-	2
Saugus	2	-	1	-	-	-	2	-	1	-	-	-	13	-	9	10	28	10	38
Soituate	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Sharon	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Shrewsbury	-	-	-	-	-	-	2	-	-	-	-	-	1	-	15	35	18	35	53
South Hadley	-	-	-	-	-	-	6	-	-	-	-	-	-	-	2	9	8	9	17
Southbridge	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Stoneham	-	-	-	-	-	-	-	-	-	-	5	-	1	-	21	9	27	9	36
Stoughton	-	-	-	-	-	-	-	-	-	-	-	-	6	-	1	8	7	8	15

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
TOWNS (Continued)																			
Sudbury	-	-	-	-	-	-	-	-	-	-	-	-	4	3	-	-	4	3	7
Swampscott	1	-	-	-	-	-	3	-	-	-	1	-	21	-	1	13	27	13	40
Tewksbury	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	2	-	2
Uxbridge	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
Wakefield	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	1	2
Walpole	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	8	-	8
Ware	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	2	-	2
Wareham	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	6	-	6
Watertown	6	-	-	-	1	-	-	-	-	-	1	-	3	-	12	16	23	16	39
West Bridgewater	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	7	-	7
West Springfield	-	1	-	-	3	-	1	-	-	-	-	-	2	-	14	44	20	45	65
Weston	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	4	-	4
Westwood	-	-	-	-	-	-	1	-	-	-	-	-	3	-	-	-	4	-	4
Weymouth	-	-	-	-	-	-	5	-	-	-	-	-	5	-	48	10	58	10	68
Whitman	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	4	-	4
Williamstown	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Wilmington	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	7	-	7
Winchester	-	-	-	-	-	-	-	-	-	-	-	-	3	3	-	-	3	3	6
Winthrop	1	-	-	-	-	-	1	-	-	-	1	-	4	-	13	14	20	14	34

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
COMMONWEALTH	1,245	1,662	50	67	200	320	38	5	54	88	415	146	213	259	245	916	2,460	3,463	5,923
BOSTON	600	185	1	-	21	4	120	1	2	1	49	24	155	10	344	137	1,292	362	1,654
OTHER CITIES	384	91	7	-	105	6	358	11	8	116	114	80	726	28	952	2,054	2,654	2,386	5,040
TOWNS	79	10	1	-	27	3	141	1	10	34	45	-	494	18	328	682	1,125	748	1,873
TOTALS	2,308	1,948	59	67	353	333	657	18	74	239	623	250	1,588	315	1,869	3,789	7,531	6,959	14,490

APPOINTMENTS BY CATEGORIES - TEN YEAR COMPARATIVE TABLE

1972	2,308	1,948	59	67	353	333	657	18	74	239	623	250	1,588	315	1,869	3,789	7,531	6,959	14,490
1971	1,938	1,724	15	38	262	214	199	60	57	380	658	214	1,693	143	1,598	3,428	6,420	6,201	12,621
1970	1,839	1,437	9	28	190	247	300	41	160	539	507	253	1,798	236	2,123	6,317	6,926	9,098	16,024
1969	1,766	1,653	29	29	368	338	428	84	141	357	343	170	1,608	285	1,642	4,006	6,325	6,922	13,247
1968	2,736	2,700	64	57	447	577	412	116	87	388	840	238	1,516	457	1,961	4,187	8,063	8,720	16,783
1967	1,498	1,352	9	17	292	136	397	213	41	303	498	172	1,426	107	1,624	5,741	5,785	8,041	13,826
1966	1,546	1,445	10	38	270	607	402	159	33	513	521	231	1,055	159	1,749	4,955	5,586	8,107	13,693
1965	1,387	914	16	30	202	651	372	165	73	575	550	223	1,133	181	1,951	5,142	5,684	7,881	13,565
1964	1,633	1,277	19	40	357	714	493	171	64	371	619	158	1,342	231	1,925	5,859	6,452	8,821	15,273
1963	1,477	1,388	13	13	359	560	228	53	22	570	552	149	1,001	285	1,597	5,050	5,249	8,068	13,317

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOTAL	25,853	705	9,512	7,154	1,452	8,273	33,854	29,842	*133,282
COMMONWEALTH	15,822	476	5,807	744	391	5,067	3,291	5,521	37,119
INSTITUTIONAL									16,637
CITIES	8,746	148	3,138	5,082	918	2,705	21,051	19,816	61,604
Attleboro	55	2	27	38	4	16	176	136	454
Beverly	92	1	27	52	5	23	312	245	757
Boston	2,971	36	959	1,193	272	893	5,591	3,941	15,856
Brockton	231	5	113	221	9	51	509	848	1,987
Cambridge	221	2	92	146	63	100	754	808	2,287
Chelsea	46	3	30	39	4	42	259	188	611
Chicopee	139	4	41	95	18	39	409	353	1,098
Everett	106	-	42	104	10	46	330	309	947
Fall River	184	1	83	128	5	74	652	412	1,539
Fitchburg	107	-	25	61	22	27	259	349	850
Gardner	59	1	13	26	5	11	118	181	414
Gloucester	58	2	21	64	6	36	235	300	722
Haverhill	157	1	26	111	2	45	297	420	1,059
Holyoke	159	4	122	97	1	25	421	499	1,328
Lawrence	122	4	60	131	155	71	593	668	1,804
Leominster	52	2	6	29	8	33	183	274	587
Lowell	161	1	68	276	16	102	637	468	1,729
Lynn	148	5	57	182	9	58	647	688	1,794
Malden	92	4	38	79	2	32	347	279	873
Marlborough	52	3	22	24	7	19	170	142	439
Medford	103	5	49	115	1	35	409	326	1,043
Melrose	78	4	15	27	1	20	228	23	396
New Bedford	231	8	79	200	20	40	677	723	1,978
Newburyport	20	-	10	20	1	5	121	-	177
Newton	434	2	78	178	42	64	617	916	2,331
North Adams	28	2	20	40	2	24	125	132	373
Northampton	34	1	19	32	7	8	140	100	341
Peabody	125	1	72	104	5	38	322	476	1,143
Pittsfield	137	4	53	104	43	30	324	298	993
Quincy	419	2	102	152	26	113	626	254	2,394
Revere	59	-	14	63	5	21	434	98	694
Salem	78	3	33	64	11	37	258	132	616
Somerville	124	-	46	101	34	82	491	460	1,338
Springfield	530	10	232	186	68	139	1,072	1,264	3,501
Taunton	87	3	109	82	1	23	291	282	878
Waltham	137	2	55	84	16	35	472	371	1,172
Westfield	80	2	27	76	6	22	184	289	686
Woburn	77	2	36	74	1	22	256	302	770
Worcester	653	15	217	284	5	204	1,105	1,162	3,645

*Includes 16,637 non-professional institutional positions.

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOWNS	1,285	81	567	1,328	143	501	9,512	4,505	17,922
Abington	-	-	1	1	-	-	42	-	44
Acton	-	-	3	-	-	1	17	-	21
Acushnet	14	-	2	8	2	8	95	47	176
Adams	-	-	2	15	-	3	28	-	48
Agawam	3	-	2	49	-	6	118	130	208
Amesbury	1	-	2	-	-	3	64	-	70
Amherst	-	-	3	-	-	-	1	-	4
Andover	4	2	12	-	-	11	104	43	176
Arlington	127	5	41	62	7	16	314	476	1,048
Ashland	1	-	-	-	-	1	26	-	28
Athol	1	-	2	-	-	4	50	-	57
Auburn	1	-	1	14	-	1	21	-	38
Avon	1	-	-	-	-	1	9	-	11
Ayer	-	-	-	-	-	1	14	-	15
Barnstable	1	-	1	-	-	1	61	-	64
Bedford	-	-	2	-	-	1	26	-	28
Bellingham	-	-	2	-	-	1	36	-	39
Belmont	3	1	3	-	-	5	161	133	306
Billerica	55	3	15	66	2	21	170	152	484
Blackstone	1	-	-	-	-	2	6	-	9
Bourne	1	-	2	-	-	-	58	-	61
Braintree	1	-	-	59	-	2	78	259	399
Bridgewater	-	-	2	-	-	1	38	-	41
Brookline	137	50	81	114	44	17	492	416	1,351
Burlington	61	1	4	71	4	15	176	143	475
Canton	1	-	1	-	-	1	128	-	131
Carver	1	-	2	-	-	-	9	-	12
Charlton	1	-	1	-	-	-	1	-	3
Chatham	2	-	-	-	-	-	-	-	2
Chelmsford	1	-	2	-	-	2	147	-	152
Cheshire	-	-	1	-	-	-	-	-	1
Chester	-	-	-	-	-	1	-	-	1
Clinton	1	-	-	-	-	4	60	-	65
Cohasset	1	-	1	-	-	1	65	-	68
Dalton	-	-	-	-	-	-	17	-	17
Danvers	2	-	2	-	-	-	139	-	143
Dartmouth	1	-	2	32	-	-	89	90	214
Dedham	5	2	4	36	-	7	135	62	251
Dighton	-	-	2	-	-	-	-	-	2
Dover	-	-	4	-	-	-	-	-	4

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOWNS (Continued)									
Dracut	-	-	-	-	-	2	45	-	47
Dudley	1	-	-	-	-	-	7	-	8
Duxbury	2	-	-	-	-	-	30	-	32
East Bridgewater	1	-	-	-	-	2	27	-	30
East Longmeadow	-	-	1	-	-	-	19	-	20
Easthampton	6	-	6	12	1	1	54	26	106
Easton	-	-	-	-	-	3	22	-	25
Edgartown	-	-	-	1	-	-	1	-	2
Fairhaven	35	-	2	26	3	10	126	130	332
Falmouth	11	-	-	-	-	-	87	1	99
Foxborough	1	-	-	-	-	3	22	-	26
Framingham	13	-	5	-	-	-	268	-	286
Franklin	30	1	4	40	1	13	78	70	237
Freetown	2	-	-	-	-	-	-	-	2
Grafton	-	-	1	-	-	1	-	-	2
Great Barrington	1	-	1	-	-	-	16	-	18
Greenfield	1	-	-	-	-	3	75	-	79
Hadley	-	-	-	-	-	1	2	-	3
Halifax	1	-	-	-	-	1	3	-	5
Hanover	3	-	-	-	-	-	24	-	27
Hanson	2	-	-	-	-	-	17	-	19
Harwich	-	-	1	-	-	-	39	-	40
Hatfield	1	-	-	-	-	2	-	-	3
Hingham	3	-	3	-	-	1	113	-	120
Holbrook	-	-	5	2	-	2	40	-	49
Holden	1	-	2	-	-	1	23	-	27
Holliston	2	-	-	-	-	1	14	-	17
Hopedale	1	-	-	-	-	2	11	-	14
Hopkinton	-	-	-	-	-	-	9	-	9
Hudson	4	-	1	-	-	-	84	-	89
Hull	13	1	2	25	-	4	91	109	245
Ipswich	2	1	4	-	-	2	38	-	47
Kingston	1	-	2	-	-	-	18	-	21
Lancaster	-	-	-	-	-	2	8	-	10
Lee	2	-	2	-	-	-	6	-	11
Leicester	-	-	-	-	-	-	25	-	25
Lexington	1	-	-	-	-	1	57	-	59
Littleton	-	-	3	-	-	-	-	-	3
Longmeadow	1	-	3	-	-	1	-	-	5
Ludlow	5	-	7	19	-	4	63	5	103

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
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TOWNS (Continued)

Lynnfield	1	-	1	-	-	-	18	-	20
Manchester	2	-	-	-	-	-	15	-	17
Mansfield	1	-	1	-	-	1	35	-	38
Marblehead	-	-	2	-	-	2	104	-	108
Marion	-	-	2	-	-	1	-	-	3
Marshfield	1	-	4	-	-	2	111	-	118
Mattapoisett	-	-	2	-	-	-	-	-	2
Maynard	1	-	2	-	-	1	22	-	26
Medfield	1	-	-	-	-	1	19	-	21
Medway	2	-	2	-	-	3	18	-	25
Mendon	-	-	1	-	-	-	-	-	1
Merrimac	-	-	-	-	-	1	2	-	3
Methuen	68	2	16	69	11	24	193	189	572
Middleborough	1	-	1	-	-	3	62	-	67
Milford	4	-	4	14	-	1	87	-	110
Millbury	-	-	-	-	-	3	17	-	20
Millis	1	-	-	-	-	1	14	-	16
Milton	61	1	21	37	18	21	151	164	474
Monson	-	-	1	-	-	-	-	-	1
Montague	-	-	-	-	-	-	17	-	17
Nahant	-	-	1	-	-	1	31	-	33
Nantucket	1	-	1	-	-	2	16	-	20
Natick	1	-	2	-	-	3	185	-	191
Needham	1	1	2	-	-	1	137	-	142
Norfolk	1	-	2	-	-	2	12	-	17
North Andover	1	-	2	15	-	-	82	113	213
North Attleborough	2	-	3	-	-	5	84	-	94
North Reading	3	-	2	-	-	1	31	9	46
Northborough	1	-	1	-	-	-	-	-	2
Northbridge	2	-	4	-	-	1	42	-	49
Norton	-	-	-	-	-	2	13	-	15
Norwell	4	-	-	-	-	3	24	-	31
Norwood	73	-	28	48	9	29	138	156	481
Oak Bluffs	-	-	-	-	-	-	6	-	6
Orange	-	-	1	-	-	-	9	-	10
Oxford	-	-	-	-	-	3	38	-	41
Palmer	1	-	1	-	-	-	33	-	35
Paxton	-	-	1	-	-	-	-	-	1
Pembroke	1	-	-	-	-	-	28	-	29
Pepperell	1	-	4	-	-	-	-	-	5

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
Plymouth	-	-	4	-	-	2	97	-	103
Provincetown	-	-	-	-	-	1	13	-	14
Randolph	52	1	9	39	1	26	154	89	371
Raynham	-	-	-	-	1	-	9	-	10
Reading	-	-	-	-	-	2	85	-	88
Rockland	-	-	1	-	-	-	74	-	75
Rockport	1	-	1	-	-	-	23	-	25
Rutland	-	-	2	-	-	-	-	-	2
Salisbury	-	-	-	-	-	2	4	-	6
Sandwich	-	-	-	-	-	1	34	-	35
Saugus	43	2	17	40	2	4	153	167	428
Scituate	1	-	2	-	-	1	118	-	122
Seekonk	1	-	1	-	-	1	-	-	3
Sharon	-	-	2	1	-	1	20	-	24
Shrewsbury	55	-	17	41	2	15	113	182	426
Somerset	2	-	5	-	-	-	2	-	9
South Hadley	3	1	5	29	-	9	39	15	101
Southbridge	3	-	-	-	-	2	42	-	47
Spencer	-	-	-	-	-	3	10	-	13
Stoneham	1	-	-	37	-	6	131	96	271
Stoughton	4	-	4	-	-	7	74	40	129
Sturbridge	1	-	-	-	-	-	-	-	1
Sudbury	-	-	1	-	-	1	32	-	34
Swampscott	26	-	9	30	1	2	133	32	233
Swansea	2	-	1	-	-	1	-	-	4
Tewksbury	12	-	5	39	-	5	48	17	126
Tisbury	-	-	-	-	-	1	8	-	9
Townsend	1	-	-	-	-	-	-	-	1
Truro	-	-	-	-	-	-	11	-	11
Tyngsborough	2	-	-	-	-	-	1	-	3
Uxbridge	2	-	1	-	-	-	21	-	24
Wakefield	2	-	2	-	-	1	161	-	166
Walpole	1	-	1	-	-	1	41	-	44
Ware	1	-	2	-	-	2	35	-	40
Wareham	2	-	4	-	1	-	51	-	58
Watertown	86	3	38	46	2	26	253	194	648
Webster	-	-	1	-	-	3	57	-	61
Wellesley	1	-	2	-	-	2	126	-	131
West Bridgewater	-	-	-	-	-	1	21	-	22
West Springfield	91	1	29	71	26	21	171	285	695

TOWNS (Continued)

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

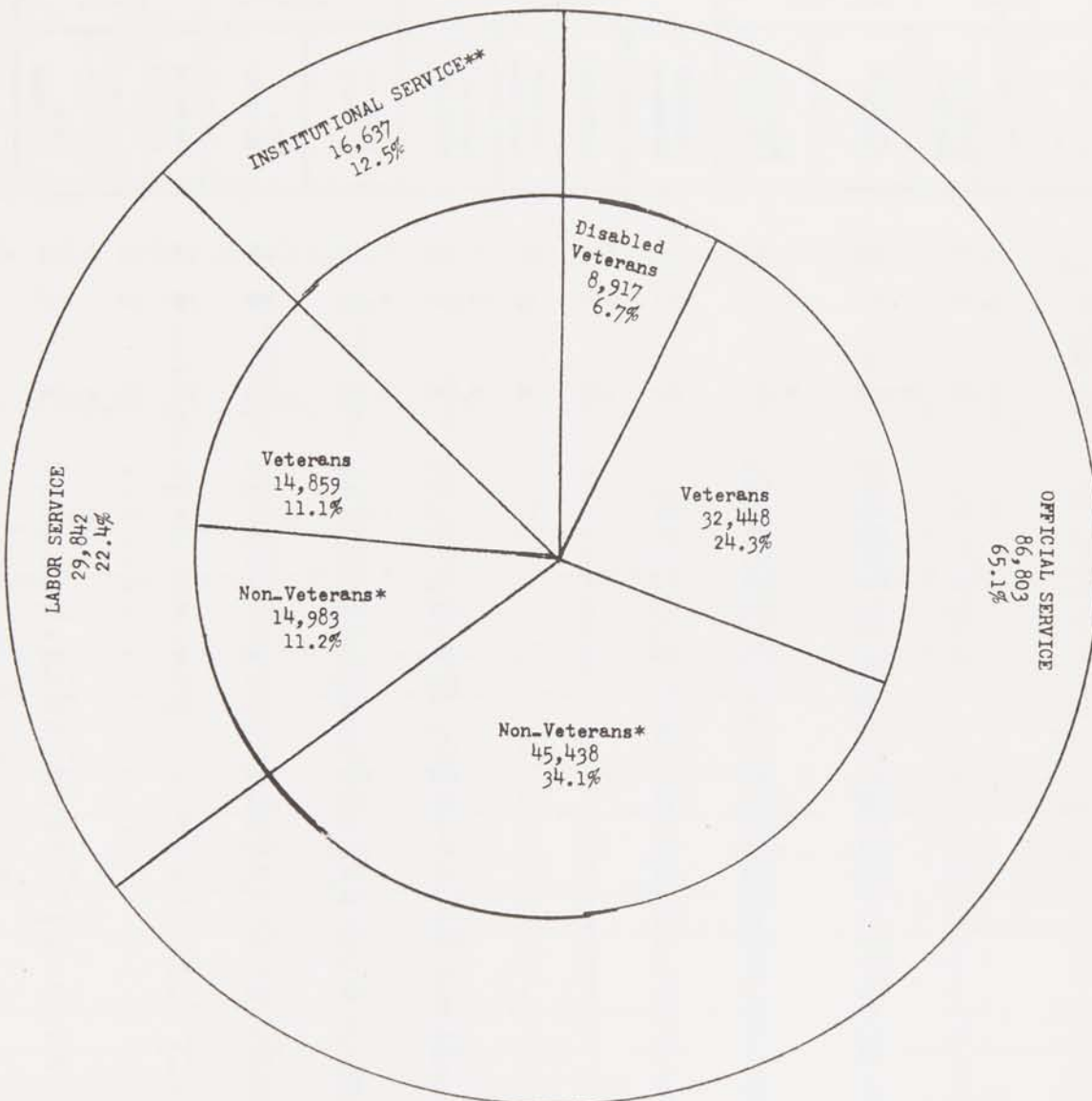
BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
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TOWNS (Continued)

Westborough	3	-	-	-	-	-	-	-	3
Westford	-	-	-	1	-	1	20	-	22
Weston	-	-	-	-	-	1	35	-	36
Westport	2	-	1	-	-	1	2	-	6
Westwood	1	-	3	35	-	1	60	-	100
Weymouth	6	-	1	62	2	1	281	345	698
Whitman	-	-	-	-	-	3	53	-	56
Williamstown	2	-	-	-	-	4	21	-	27
Wilmington	3	-	-	2	-	-	83	-	88
Winchendon	-	-	-	-	-	1	14	-	15
Winchester	2	1	2	-	-	1	102	-	108
Winthrop	54	1	17	20	3	16	113	119	343
Wrentham	-	-	1	-	-	1	12	-	14
Yarmouth	2	-	1	-	-	1	-	-	4

PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS



* Including Widows or Widowed Mothers of Veterans.

** Non-Professional Institutional Positions.

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	
TOTAL	7,201	31,933	18,663	1,716	515	71	26,704	14,761	7,081	98	71	7,831	*133,282
COMMONWEALTH	3,204	7,589	5,057	941	278	23	14,506	4,437	801	39	14	230	37,119
INSTITUTIONAL													16,637
CITIES	3,382	17,998	9,026	619	189	46	10,528	8,691	5,036	51	50	5,988	61,604
Attleboro	4	134	106	5	-	-	69	37	57	-	-	42	454
Beverly	31	217	127	6	4	-	127	110	46	4	-	85	757
Boston	1,303	4,840	2,372	202	42	18	3,138	1,613	1,177	3	29	1,119	15,856
Brockton	52	528	289	21	5	1	243	343	225	6	-	274	1,987
Cambridge	148	564	315	15	4	2	431	370	250	1	1	186	2,287
Chelsea	42	218	105	4	2	-	52	90	39	-	-	59	611
Chicopee	43	370	138	3	1	-	190	134	57	4	1	157	1,098
Everett	57	303	171	10	4	-	93	171	44	-	-	94	947
Fall River	82	630	183	16	6	1	209	280	44	2	1	85	1,539
Fitchburg	38	209	93	11	2	-	148	156	83	2	-	108	850
Gardner	6	93	61	3	-	-	70	57	71	1	-	52	414
Gloucester	8	195	126	7	3	-	83	94	48	1	-	157	722
Haverhill	35	265	141	6	1	2	189	128	78	2	-	212	1,059
Holyoke	52	411	174	20	8	-	164	207	139	1	1	151	1,328
Lawrence	118	477	287	10	-	2	242	283	233	-	-	52	1,804
Leominster	33	125	86	3	2	-	64	52	75	3	-	144	587
Lowell	166	532	268	5	13	-	277	300	107	1	1	59	1,729
Lynn	107	585	223	11	5	-	175	378	76	1	-	233	1,794
Malden	42	295	119	9	3	-	126	116	91	-	-	72	873
Marlborough	15	119	98	4	3	-	58	67	23	-	-	52	439
Medford	67	304	164	12	2	-	168	160	70	-	1	95	1,043
Melrose	8	134	114	2	2	-	113	10	13	-	-	-	396
New Bedford	93	602	218	13	8	2	319	434	92	1	-	196	1,978
Newburyport	9	76	66	2	-	-	24	-	-	-	-	-	177
Newton	80	489	287	14	7	-	538	479	238	-	-	92	2,331
North Adams	12	113	73	2	-	-	41	51	42	1	2	36	373
Northampton	11	131	63	5	1	-	30	47	30	1	-	22	341
Peabody	60	273	188	10	2	2	132	105	57	2	-	312	1,143
Pittsfield	24	285	165	13	1	-	207	162	79	-	-	57	993
Quincy	89	512	253	27	8	1	550	280	242	2	-	423	2,394
Revere	76	280	146	2	4	-	88	59	13	-	-	26	694
Salem	43	267	81	4	-	-	89	43	10	-	1	78	616
Somerville	96	401	167	18	2	5	189	212	89	2	-	157	1,338
Springfield	64	947	542	43	20	4	617	478	453	-	8	325	3,501
Taunton	44	295	164	9	3	-	81	151	83	1	-	47	878
Waltham	35	375	143	8	3	1	236	250	74	-	-	47	1,172
Westfield	8	171	89	7	2	1	119	91	42	1	-	155	686
Woburn	25	209	133	10	4	1	86	76	126	1	-	99	770
Worcester	156	1,024	488	47	12	3	753	517	220	-	4	421	3,645

*Includes 16,637 non-professional positions.

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)													
Dracut	-	18	29	-	-	-	-	-	-	-	-	-	47
Dudley	-	3	5	-	-	-	-	-	-	-	-	-	8
Duxbury	1	20	10	-	-	-	1	-	-	-	-	-	32
East Bridgewater	-	18	9	-	-	-	3	-	-	-	-	-	30
East Longmeadow	-	15	5	-	-	-	-	-	-	-	-	-	20
Easthampton	8	43	25	1	-	-	3	16	10	-	-	-	106
Easton	-	10	14	-	-	-	1	-	-	-	-	-	25
Edgartown	-	2	-	-	-	-	-	-	-	-	-	-	2
Fairhaven	6	37	105	1	1	-	52	26	37	1	3	63	332
Falmouth	3	54	40	-	-	-	1	-	1	-	-	-	99
Foxborough	3	10	13	-	-	-	-	-	-	-	-	-	26
Frammingham	18	162	101	1	-	-	4	-	-	-	-	-	286
Franklin	10	71	47	1	2	-	36	30	21	1	-	18	237
Freetown	-	-	-	-	-	-	2	-	-	-	-	-	2
Grafton	-	-	1	1	-	-	-	-	-	-	-	-	2
Great Barrington	-	8	7	-	-	-	3	-	-	-	-	-	18
Greenfield	-	48	30	-	-	-	1	-	-	-	-	-	79
Hadley	-	1	2	-	-	-	-	-	-	-	-	-	3
Halifax	-	3	-	-	-	-	2	-	-	-	-	-	5
Hanover	1	12	13	-	-	-	1	-	-	-	-	-	27
Hanson	1	9	7	-	-	-	2	-	-	-	-	-	19
Harwich	1	22	17	-	-	-	-	-	-	-	-	-	40
Hatfield	-	1	1	-	-	-	1	-	-	-	-	-	3
Hingham	2	69	44	1	-	-	4	-	-	-	-	-	120
Holbrook	2	23	20	4	-	-	-	-	-	-	-	-	49
Holden	-	18	5	1	-	-	3	-	-	-	-	-	27
Holliston	-	5	10	1	-	-	1	-	-	-	-	-	17
Hopedale	1	6	5	-	1	-	1	-	-	-	-	-	14
Hopkinton	-	6	3	-	-	-	-	-	-	-	-	-	9
Hudson	6	57	24	-	-	-	2	-	-	-	-	-	89
Hull	10	67	48	1	1	-	9	14	13	-	-	82	245
Ipswich	4	24	17	-	-	-	2	-	-	-	-	-	47
Kingston	1	9	9	1	-	-	1	-	-	-	-	-	21
Lancaster	-	4	4	-	-	-	2	-	-	-	-	-	10
Lee	-	6	3	1	-	-	1	-	-	-	-	-	11
Leicester	1	17	6	-	-	-	1	-	-	-	-	-	25
Lexington	3	33	22	-	-	-	1	-	-	-	-	-	59
Littleton	-	1	1	1	-	-	-	-	-	-	-	-	3
Longmeadow	1	-	-	1	-	-	3	-	-	-	-	-	5
Ludlow	2	58	30	2	-	-	6	1	4	-	-	-	103

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)

Lynnfield	1	6	12	1	-	-	-	-	-	-	-	-	20
Manchester	-	11	5	-	-	-	1	-	-	-	-	-	17
Mansfield	-	20	15	-	1	-	2	-	-	-	-	-	38
Marblehead	3	51	52	1	-	-	1	-	-	-	-	-	108
Marion	-	-	2	1	-	-	-	-	-	-	-	-	3
Marshfield	8	61	44	2	1	-	2	-	-	-	-	-	118
Mattapoissett	-	-	1	1	-	-	-	-	-	-	-	-	2
Maynard	3	7	14	-	-	-	2	-	-	-	-	-	26
Medfield	-	15	6	-	-	-	-	-	-	-	-	-	21
Medway	2	11	7	1	-	-	4	-	-	-	-	-	25
Mendon	1	-	-	-	-	-	-	-	-	-	-	-	1
Merrimac	2	-	-	-	-	-	1	-	-	-	-	-	3
Methuen	22	145	120	7	1	-	88	79	36	-	-	74	572
Middleborough	1	32	32	-	-	-	2	-	-	-	-	-	67
Milford	11	66	31	1	-	-	1	-	-	-	-	-	110
Millbury	3	12	4	-	-	-	1	-	-	-	-	-	20
Millis	1	4	10	-	-	-	1	-	-	-	-	-	16
Milton	7	118	76	5	5	1	98	33	69	1	-	61	474
Monson	-	1	-	-	-	-	-	-	-	-	-	-	1
Montague	-	12	5	-	-	-	-	-	-	-	-	-	17
Nahant	1	15	14	-	-	-	2	-	-	-	-	-	33
Nantucket	-	12	6	-	-	-	2	-	-	-	-	-	20
Natick	8	125	56	-	-	-	2	-	-	-	-	-	191
Needham	9	73	60	-	-	-	-	-	-	-	-	-	142
Norfolk	-	8	5	1	-	-	3	-	-	-	-	-	17
North Andover	6	65	28	-	-	-	1	24	38	1	-	50	213
North Attleborough	3	47	39	2	-	-	3	-	-	-	-	-	94
North Reading	1	18	15	1	-	-	2	2	7	-	-	-	46
Northborough	-	1	-	-	-	-	1	-	-	-	-	-	2
Northbridge	-	21	23	2	-	-	3	-	-	-	-	-	49
Norton	-	3	11	-	-	-	1	-	-	-	-	-	15
Norwell	-	18	10	-	-	-	3	-	-	-	-	-	31
Norwood	33	123	60	5	2	-	102	61	36	-	-	59	481
Oak Bluffs	-	3	3	-	-	-	-	-	-	-	-	-	6
Orange	-	7	3	-	-	-	-	-	-	-	-	-	10
Oxford	2	17	22	-	-	-	-	-	-	-	-	-	41
Palmer	1	24	10	-	-	-	-	-	-	-	-	-	35
Paxton	-	-	-	1	-	-	-	-	-	-	-	-	1
Pembroke	1	7	20	-	-	-	1	-	-	-	-	-	29
Pepperell	-	-	2	2	-	-	1	-	-	-	-	-	5
Plymouth	3	58	39	1	1	-	1	-	-	-	-	-	103
Provincetown	-	10	2	-	-	-	2	-	-	-	-	-	14
Randolph	10	100	103	2	-	1	66	25	13	-	-	51	371
Raynham	-	7	3	-	-	-	-	-	-	-	-	-	10
Reading	2	49	36	-	-	-	1	-	-	-	-	-	88

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	
TOWNS (Continued)													
Rockland	5	38	32	-	-	-	-	-	-	-	-	-	75
Rockport	-	13	10	1	-	-	1	-	-	-	-	-	25
Rutland	-	2	-	-	-	-	-	-	-	-	-	-	2
Salisbury	-	-	5	-	-	-	1	-	-	-	-	-	6
Sandwich	-	20	15	-	-	-	-	-	-	-	-	-	35
Saugus	22	90	94	9	-	-	46	49	28	-	-	90	428
Scituate	5	62	54	-	-	-	1	-	-	-	-	-	122
Seekonk	-	1	-	1	-	-	1	-	-	-	-	-	3
Sharon	1	12	10	-	-	-	1	-	-	-	-	-	24
Shrewsbury	1	86	79	4	1	-	72	31	43	-	-	102	426
Somerset	-	2	4	2	-	-	1	-	-	-	-	-	9
South Hadley	2	51	31	1	-	-	1	14	1	-	-	-	101
Southbridge	2	27	18	-	-	-	-	-	-	-	-	-	47
Spencer	-	8	4	-	1	-	-	-	-	-	-	-	13
Stoneham	4	102	66	-	-	-	3	41	16	-	-	32	271
Stoughton	2	48	33	1	1	-	4	19	21	-	-	-	129
Sturbridge	-	-	-	-	-	-	1	-	-	-	-	-	1
Sudbury	-	19	15	-	-	-	-	-	-	-	-	-	34
Swampscott	7	84	82	1	2	-	25	21	6	-	-	5	233
Swansea	-	1	2	-	-	-	1	-	-	-	-	-	4
Tewksbury	4	54	43	1	-	-	7	7	10	-	-	-	128
Tisbury	-	5	2	-	-	-	2	-	-	-	-	-	9
Townsend	-	-	-	-	-	-	1	-	-	-	-	-	1
Truro	-	3	7	-	-	-	1	-	-	-	-	-	11
Tyngsborough	-	1	-	-	-	-	2	-	-	-	-	-	3
Uxbridge	-	11	11	-	-	-	2	-	-	-	-	-	24
Wakefield	3	92	67	1	-	-	3	-	-	-	-	-	166
Walpole	2	28	12	-	-	-	2	-	-	-	-	-	44
Ware	2	19	18	-	-	-	1	-	-	-	-	-	40
Wareham	-	28	28	1	-	-	1	-	-	-	-	-	58
Watertown	35	219	97	8	2	-	93	120	53	-	-	21	648
Webster	3	34	23	-	-	-	1	-	-	-	-	-	61
Wellesley	1	88	41	-	-	-	1	-	-	-	-	-	131
West Bridgewater	-	10	10	-	-	-	2	-	-	-	-	-	22
West Springfield	12	163	77	2	2	-	149	62	48	-	-	168	695
Westborough	-	-	1	-	-	-	2	-	-	-	-	-	3
Westford	-	10	10	-	-	-	2	-	-	-	-	-	22
Weston	1	17	15	-	-	-	3	-	-	-	-	-	36
Westport	-	4	-	-	1	-	1	-	-	-	-	-	6
Westwood	2	49	47	-	-	-	2	-	-	-	-	-	100
Weymouth	7	234	102	1	-	-	9	137	113	1	-	94	698
Whitman	-	35	20	-	1	-	-	-	-	-	-	-	56
Williamstown	-	13	13	-	-	-	1	-	-	-	-	-	27
Wilmington	4	62	22	-	-	-	-	-	-	-	-	-	88
Winchendon	-	5	2	-	1	-	-	-	-	-	-	-	15
Winchester	6	60	39	2	-	-	1	-	-	-	-	-	108
Winthrop	15	73	71	2	-	-	63	43	43	-	-	33	343
Wrentham	1	6	6	-	-	-	1	-	-	-	-	-	14
Yarmouth	-	1	1	-	-	-	2	-	-	-	-	-	4

NUMBER OF EMPLOYEES FOR YEAR ENDING JUNE 30

TEN YEAR COMPARATIVE TABLE

Year	Commonwealth	Cities	Towns	Welfare Districts	Totals
1972	53,756	61,604	17,922	-	133,282
1971	52,510	60,657	17,584	-	130,751
1970	49,124	54,147	15,816	-	119,087
1969	46,598	52,915	15,426	-	114,939
1968	42,465	54,773	15,568	133	112,939
1967	41,200	53,066	14,878	110	109,254
1966	40,609	52,564	14,305	112	107,590
1965	40,358	52,139	13,949	120	106,566
1964	39,766	51,778	13,688	110	105,342
1963	39,305	50,625	13,444	107	103,481

